



GENDER AUDIT REPORT, 2023

MANGALDAI COLLEGE



A handwritten signature in blue ink, appearing to be 'K. K.', located below the scales of justice illustration.

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Gender Audit Committee

Sl. No.	Name	Designation
1	Dr. Chandrama Goswami, Principal, K. R. B. Girls' College, Guwahati.	Advisor
2	Dr. Barnali Deka, Assistant Professor, Dept. of Political Science, Mangaldai College	Convenor
3	Sri Nabajyoti Doley, Assistant Professor Dept. of Philosophy, Mangaldai College	Member
4	Dr. Pallabi Saikia, Assistant Professor, Dept. of Chemistry, Mangaldai College	Member



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Gender Audit Committee

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Promoting gender responsive academic environment is essential for all educational institutions. Mangaldai College, the pioneer higher education institution of Darrang district of Assam, has worked hard to achieve gender parity in both the academic and administrative sectors of the institution. It is evident from the essential facilities offered to female and male students on campus that the college has a gender sensitive outlook in its policies and programs. Regarding this, Mangaldai College has prepared a gender audit report covering five years from the session 2018-19 to 2022-23.

We would like to sincerely thank all of the individuals who helped us create this gender audit report. The commitment and knowledge of the participants and the stakeholders were essential to the completion of this thorough evaluation. We express our gratitude to all participants, faculty members and stakeholders who so kindly gave of their time, insights, and experiences.

We sincerely thank the audit team members who took on this important responsibility. Their meticulous scrutiny, observations, and commitment to gender parity have provided us with invaluable understanding of the institutions gender policies.

We are deeply grateful to the Honorable Principal, Dr. Kamala Kanta Borah, for his gender-specific initiatives and for conducting this gender audit from 2018–19 to 2022–23.

We further acknowledge Dr. Santosh Borkakati, IQAC Coordinator, Mangaldai College, for supplying the gender-related data and assisting in the acquisition of the information required to carry out the audit. We offer our special thanks to the President and Secretary of Women's Studies Research Cell, Mangaldai College, Dr. Runjun Devi and Dr. Barnali Kalita for their inputs in preparing this Audit Report.

Barnali Deka

[Dr. Barnali Deka]

Convenor, Gender Audit Team

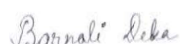
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Submission Report of Gender Audit Report

The Gender Audit Committee is pleased to submit the finalised Gender Audit Report prepared for Mangaldai College to the authority. This report is commissioned by the Committee to assess the practices of gender equality, sensitivity and inclusion in all aspects of the institution including recruitment, hiring, enrolment, benefits, gender specific action plan etc. The analysis and interpretations of this report is based on the collected data from official sources and the questionnaire used to assess gender equality in Mangaldai College. Following a thorough review and discussion, the Committee has unanimously affirmed their acceptance of the Gender Audit Report. The members of the committee acknowledge the support and efforts of the college authority while preparing this report. The committee hopes that the recommendations of this report will provide a roadmap for positive change considering the strength and areas for improvement.

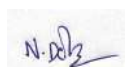
The committee requests the authority to carefully consider the recommendations of this report and to take necessary action in this regard.

Gender Audit Committee



[Dr. Barnali Deka]

Convenor



[Sri Nabajyoti Doley]

Member



[Dr. Pallabi Saikia]

Member



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1. Introduction:

An organization's policies, practices, and procedures are closely examined as part of a gender audit in order to find and correct any potential gender-based biases or disparities. It is an information-gathering expedition that aims to highlight areas in which people of all genders may have equal possibilities to prosper. Gender audit can explore a range of organizational facets, including hiring and recruitment procedures, opportunities for increasing organisational equality and chances for professional growth.

As an institution committed to learning and achievement, Mangaldai College understands that progress of all depends on equity and diversity. With this steadfast dedication, we have prepared the Gender Audit Report, a thorough analysis of our environments, activities, and policies from the perspective of gender equality. Preparing this report, we are taking a significant step toward creating a vibrant academic environment where people of all genders can realize their full potential. It is a roadmap for the future that points us in the direction of a more fair and just learning environment for all students.

2. About Mangaldai College:

Mangaldai College is a premier Higher Education Institution of Darrang District affiliated to Gauhati University. The college imparting Science and Arts along with skill based Bachelor of Vocational (B. Voc) programme. The college is situated in North bank of mighty Brahmaputra in central Assam. The latitudinal and longitudinal extension of the college is from 26° 25'33.08" N to 26° 33'52.20" N latitude and 92°00'45.68" E to 92°01'01.86"E longitude. Mangaldai College was established in the year 1951 by some of the visionary citizens of the district to spread higher education in the district. Over the years, the college has grown into a leading higher education institute of the district with the enthusiastic efforts of the college administration, faculty members, students and other stake holders. At present the average enrolment of the college is more than 3000 students annually. The college has twenty departments offering twenty two undergraduate degree programmes, including three self- sustaining undergraduate programmes and one post graduate programme in Assamese. A part from these the college is offering a number of certificate courses

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for academic enrichments of students. The alumni of the college have earned their names in various fields across the country and also have global presence.

Spread over 33.33 a cross the college has a green environment with more than 50 percent of the college under green cover. The college has a decent infrastructure and trying to provide best possible academic, cultural and sporting facilities to students for their all round development. With the vision of academic excellence and integrity of character, the college has been providing access to higher education to economically and socially disadvantaged section for the development of an inclusive society. The governance of the college is decentralised and the college promotes participation of all stakeholders to create and facilitate an environment for knowledge, research, skill and humanitarianism which will motivate the young minds to build a caring and sharing society.

Mangaldai College has been accredited by NAAC on 26th September, 2018 for the 2nd cycle and the college have been persistently working towards it's quality improvement. The college organises various important events and observes important days regularly, holds awareness programmes and extends service to the community in sanitation, environment, sustainability, literacy etc. The NSS, NCC (Boys & Girls), Youth Red Cross, and other cells and units of the college are involved in various extension activities with visible impact in the society. The faculties of the college are engaged in research activities and have publications to their credit in reputed international journal indexed in global database.

3. Objectives of Gender Audit:

The main objectives of this gender audit are the following-

1. To examine the gender responsive academic environment of the institution
2. To assess the extent of gender equitable policies and practices of the institution
3. To identify and address any gender biases or discrimination that may exist within the institution.
4. To identify the availability and accessibility of resources for promoting gender equality
5. To promote a more inclusive and respectful learning environment for all students.


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4. Methodology:

This gender audit is prepared by adopting a multifaceted approach to make a comprehensive understanding about various aspects of academic environment. To gather the quantitative and qualitative data survey method and interview method along with observation and document analysis are conducted. Criteria like enrolment, curriculum & courses, faculty profile, initiatives and support services are taken into consideration while analysing the data. Primary data are collected using self-structured questionnaire and secondary data are collected from official website and other internet sources.

5. Gender Profile of Mangaldai College:

Table 1: Gender Profile of Faculties

Category	Number
Male	33
Female	33
Total	66

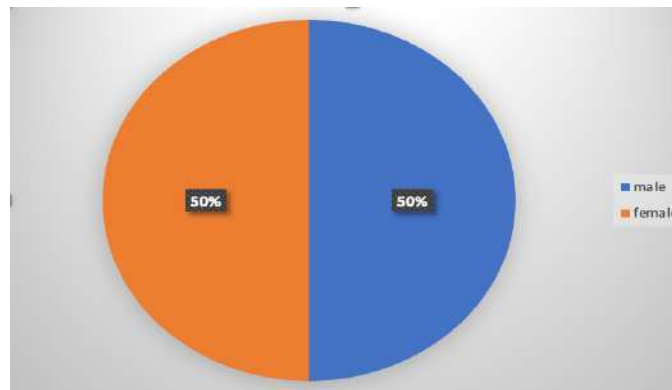


Figure 1: Gender profile of faculties


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Table 2: Qualification of Female Faculties

Qualification	Number of female faculties
Ph. D	15
M. Phil	8
NET	13
SLET	4

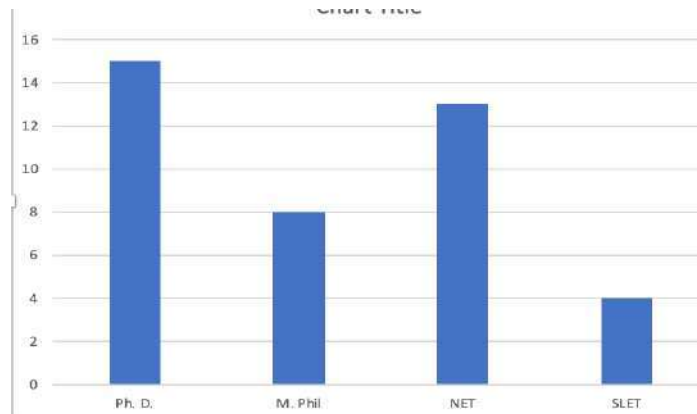


Figure 2: Qualification of Female Faculties

Table 3: Women in Leadership

Designation/Position	Number
HOD	12
Member GB/Secretary MCTU/Convenor/Coordinator	26
Membership in different Committees	110

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Table 4: Academic Performance of Female Faculties (2018-19 to 2022-23)

Category	Numbers
Seminar/Conference participated	102
Workshop participated	61
FDP/RC/OC/IP/STC completed	70
Research papers/book chapters/articles published	70

Table 5: Year wise Comparison of Total Enrolments and Female Enrolments

Year of Enrolment	Total	Female
2018-19	3257	1733
2019-20	3086	1698
2020-21	3045	1659
2021-22	2961	1618
2022-23	2969	1746

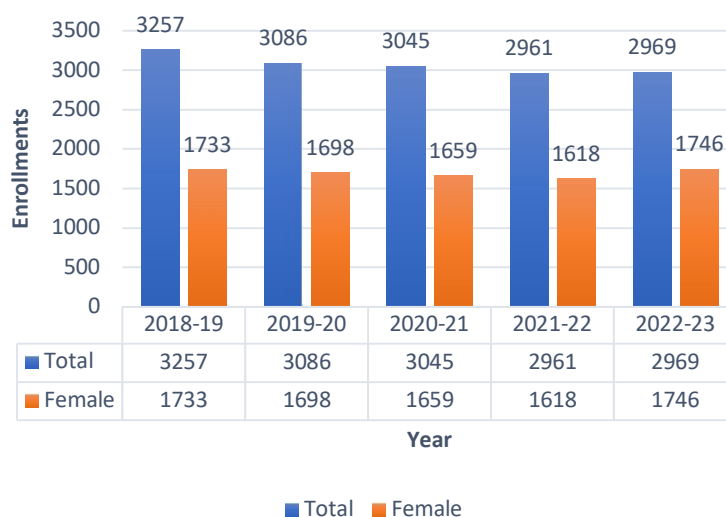


Figure 3: Year wise Comparison of Total Enrolments and Female Enrolments

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Table 6: Year wise Comparison of Female Enrolments

Year of Enrolment	% of female
2018-19	53%
2019-20	55%
2020-21	54%
2021-22	55%
2022-23	59%

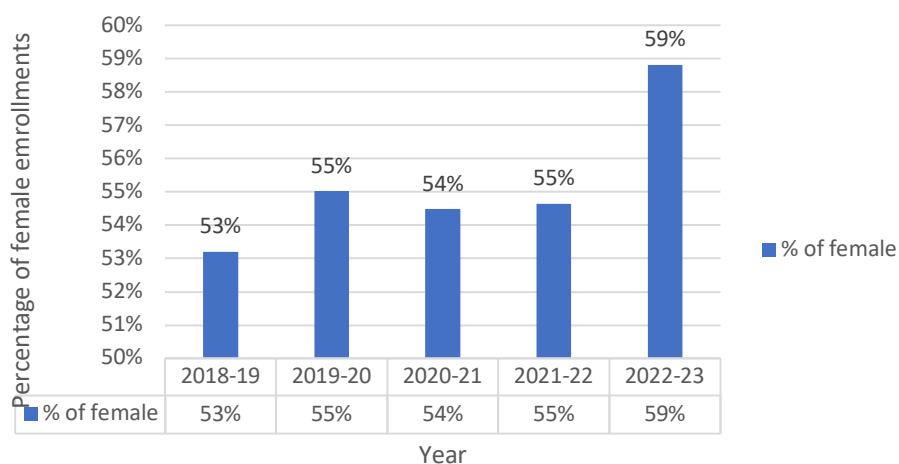


Figure 4: Year wise Comparison of Female Enrolments

Year wise comparison of male and female students (From 2018-19 to 2022-23)

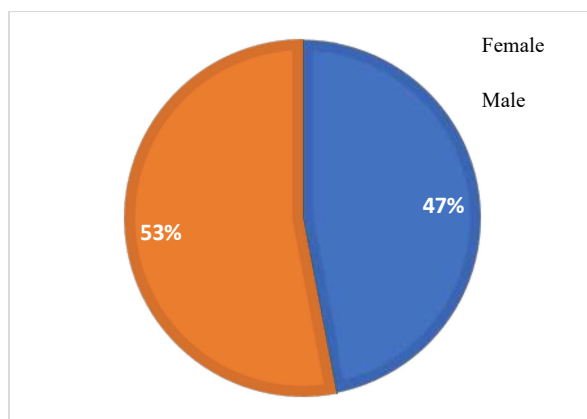


Figure 5: Comparison of Male and Female Enrolments in 2018-2019

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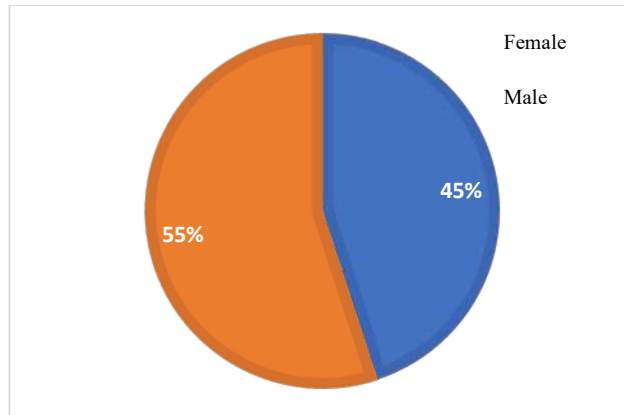


Figure 6: Comparison of Male and Female Enrolments in 2019-2020

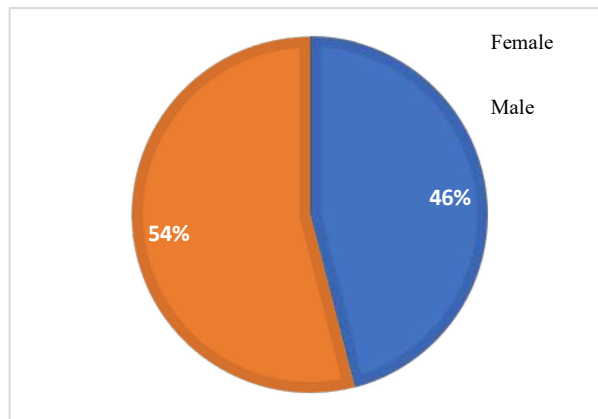


Figure 7: Comparison of Male and Female Enrolments in 2020-2021

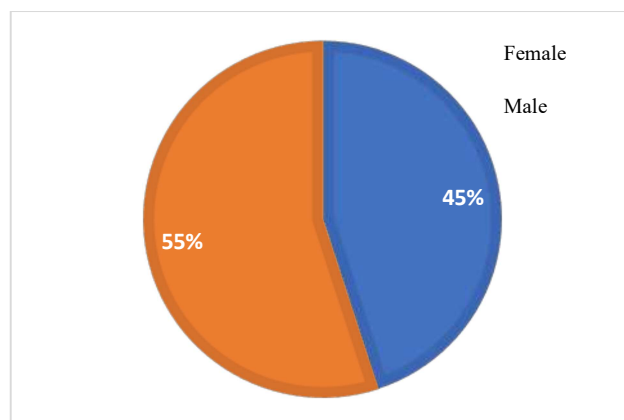


Figure 8: Comparison of Male and Female enrolments in 2021-2022

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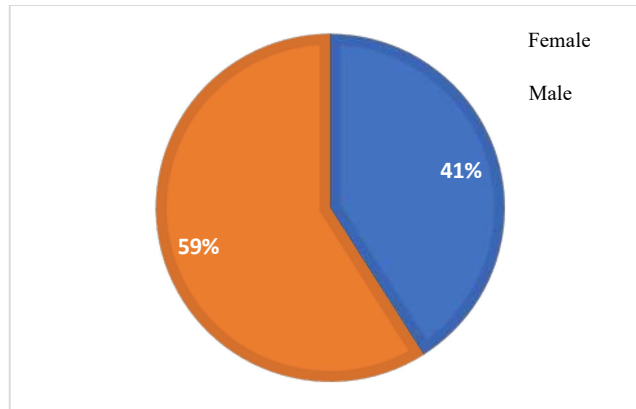


Figure 9: Comparison of Male and Female Enrolments in 2022-2023

Comparing the above graphs, it is observed that although the total enrolments are gradually decreasing from 2018 to 2023, however, the graphs show the gradual increase of the percentage of enrolments of female students from 53 % to 59 % from 2018 to 2023. This is a positive sign from the view of women empowerment as more girls are showing interests for higher education which is evident from the graphs.

6. Analysis of the responses:

This analysis is based on the responses received from different stakeholders on Gender Audit of Mangaldai College. Promoting a gender responsive academic environment in higher education institution is one of the main indicators that ensures institution's quality level. The gender landscape of Mangaldai College is depicted in multiple dimensions by the answers to the gender audit questionnaire. Positively, faculty members see fair access to opportunities and resources, and students report feeling safe and respected most of the time on campus. The questionnaire responses provide a useful starting point for additional research and evidence-based action that will help us create an academic community that is truly inclusive and egalitarian.


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Responses from Different Stakeholders

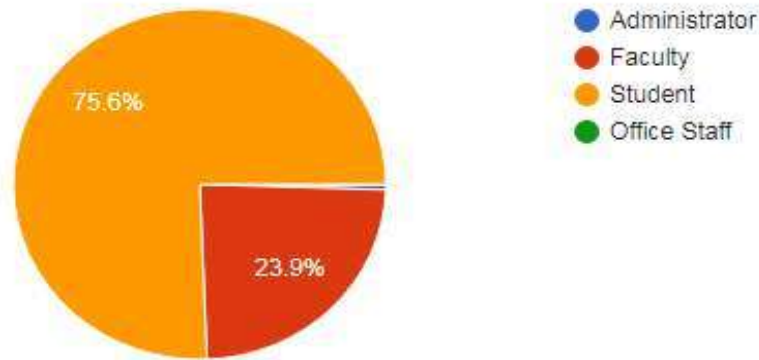


Figure 10: Responses from Different Stakeholders

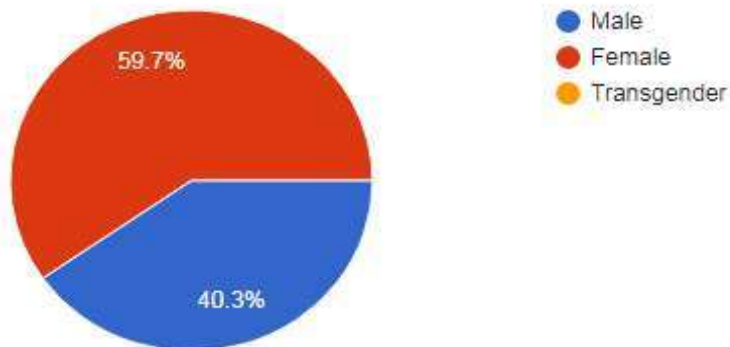


Figure 11: Gender Equation of the Responders

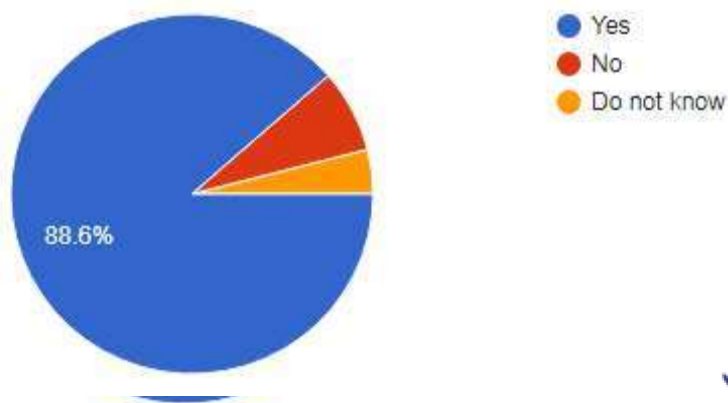
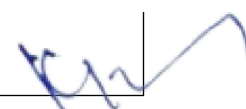


Figure 12: Responses Regarding Gender Specific Action Plan taken by the Institution


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The figure 12 shows that 88.6 % respondents said that there is Gender Specific Action Plan in the institution . They think that Gender Specific Action Plan is important part to achieve the goal of gender equality in the institution and the Action Plan is implemented successfully in the institution. But 7.5 % respondents have given negative responses. For them there is no gender specific Action Plan in the institution. Meanwhile 0.4% respondents are not aware about such kind of Action Plan exist in the institution. From the reply of majority responders it can be interpreted that there is Gender Specific Action Plan in the institution. This Action Plan is successfully implemented by the institution to achieve the goal of gender equality in the institution.

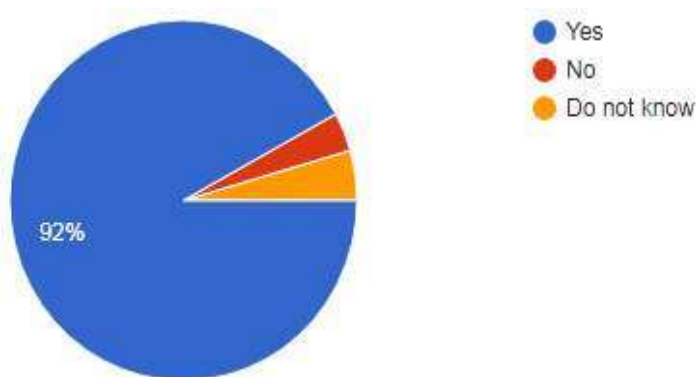


Figure 13: Responses on Gender Responsive Policy followed by the Institution.

The above figure shows that 92% respondents said that the institution have a Gender Responsive Policy. While 3.5% respondents said that the institution does not have Gender Responsive Policy. Less than 5% respondents do not know about such policy existence in the institution. From the above figure it can be said that the institution follows a Gender Responsive Policy. Through Gender Responsive Policy the institution have able to maintain a gender friendly environment. It also frequently helps the institution to solve many gender related issues.

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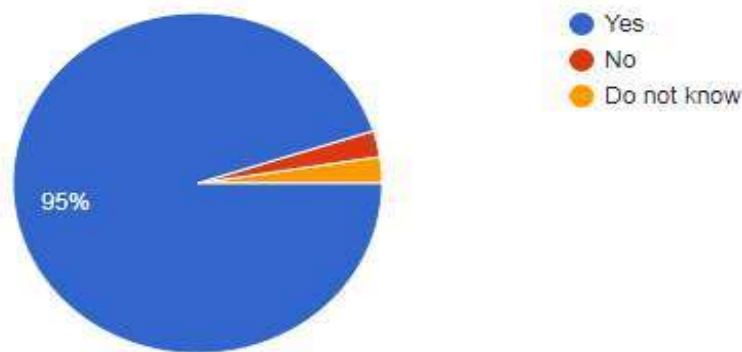


Figure 14: Responses Relating to Gender Equality Initiatives Undertaken by the Institution.

From the above figure, it can be interpreted that the institution have undertaken various gender equality initiatives. The above responses are the result of the initiatives taken by the institution like formation of Women’s Studies Research Cell , Self -Defence Training programme for girls and various training programmes organised by the institution for the development of women in particular.

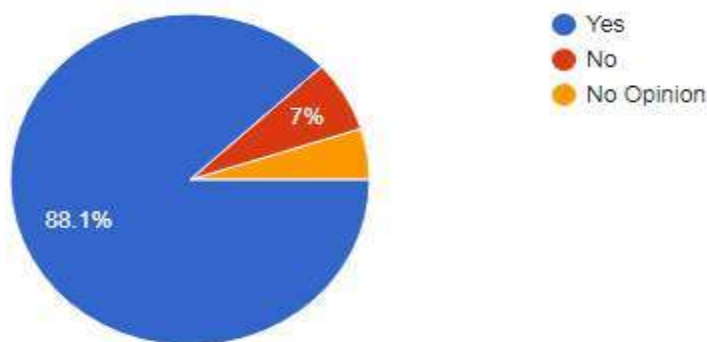


Figure 15: Responses Regarding Equal Treatment of Male and Female in the Institution

From the Figure 15, it can be interpreted that majority of the respondents agree with the fact that there is no unequal treatment towards male and female in the institution. Male and Female have got equal oppurtunities in the institution. Less number of repondents replied negatively.

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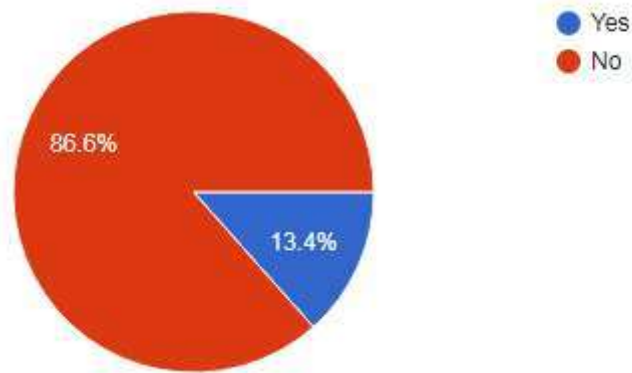


Figure 16: Responses on Gender Discrimination Faced by anybody in the Institution.

From the above figure it can be interpreted that except few instances the respondents have not faced such kind of discrimination on the basis of gender. Indeed large number of respondents said that they have not faced any kind of discrimination in the institution.

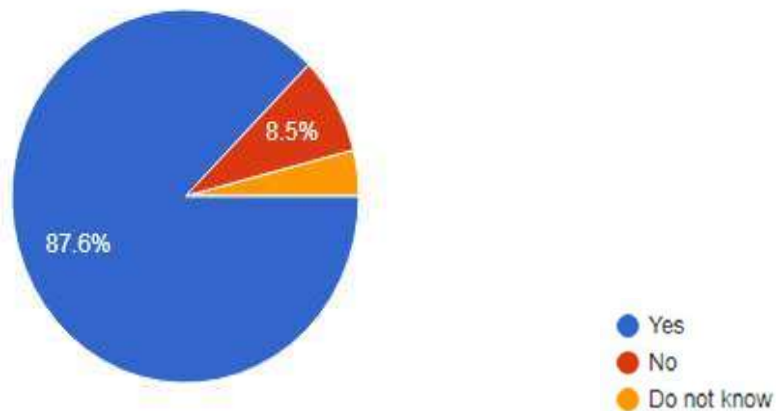



Figure 17: Responses on awareness of the Student's Grievance Procedure

From the above figure it can be interpreted that the institution has a Student's Grievance Procedure to deal with the cases of discrimination. The respondents are aware about the Student's Grievance Procedure for discrimination based on sex. Further the institution has maintained proper guidelines for disposed such kind of grievance.


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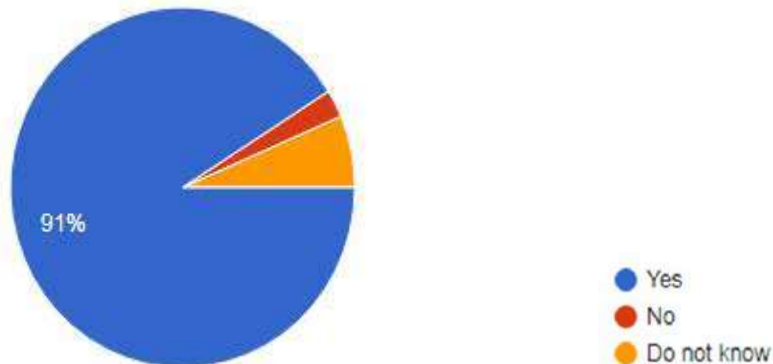


Figure 18: Responses on Existence of an Anti- Sexual Harassment Cell in the Institution

The above figure shows that the institution has an Anti-Sexual Harassment Cell in the institution. The cell is very active in respect of sexual harassment issues and with due procedure it resolves cases related to sexual harassment.

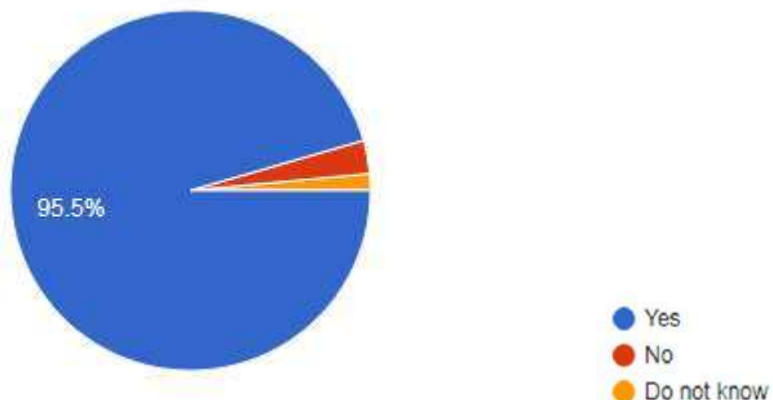


Figure 19: Responses on Adequate Representation of Women in Different Academic / Administrative Committees in the Institution.

From the above figure it can be interpreted that there are adequate representation of women in different academic and administrative committees in the institution. In most of the committees women are given responsibility by the institution. Many committees have women convenors/co-ordinators in the institution.

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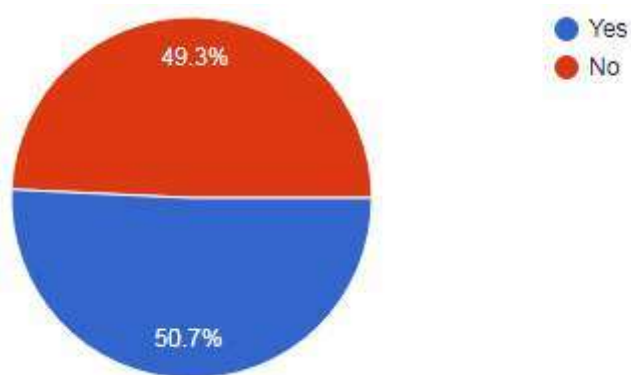


Figure 20: Responses Regarding Undergone Training on Gender Sensitivity by the Respondents.

From the above figure it can be interpreted that more than 50% respondents have undergone gender sensitive training. Awareness about gender sensitivity is vital factor for gender equality. So it is important to encourage the various stakeholders to attend more training programmes on gender sensitivity.

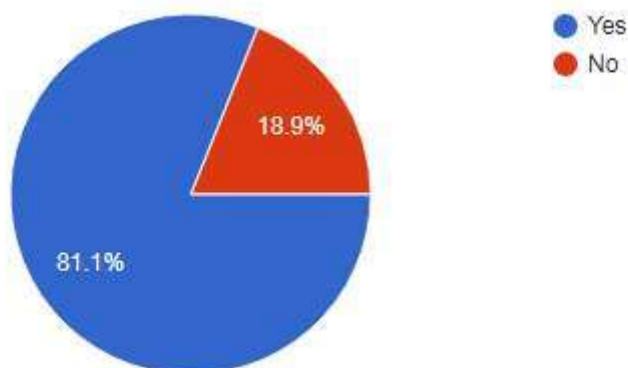
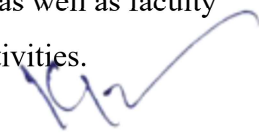


Figure 21: Responses on workshop / seminar / training organised by the Institution on Gender Sensitivity during last five years.

From the above figure it can be interpreted that the institution have organises workshop, seminar, training programme on gender sensitivity for the benefits of the students as well as faculty members. The institution is promoting gender equality through such kind of activities.


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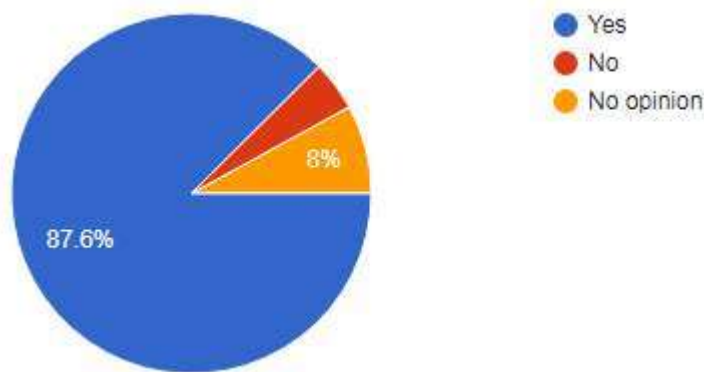


Figure 22: Responses regarding Conducive Gender Responsive Academic Environment in the Institution.

From the above figure it can be interpreted that the institution has a conducive gender responsive academic environment where everyone will get the equal treatment for all aspects as majority of the respondents replied positively.

7. Gender Sensitization initiatives:

The quality of an educational institution is highly contextual to the extent of gender-responsive policies and action plan that promotes the value of gender equality. Promoting a gender-sensitive academic environment in higher education institutions is one of the main indicators that ensure the institution's quality level in all of these areas. Assessment of the gender-sensitive quality indicator gives us evidence of providing opportunities for women and girls in terms of access and facilities for their advancement in a particular HEI. Thus by promoting gender equality, HEIs can become powerful agencies to bring social change in the context of women's empowerment.


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Women's Studies Research Cell:

Mangaldai College has constituted a Women's Studies Research Cell (WSRC) which has been functioning successfully since its inception in 2002.



Following are the gender equality initiatives undertaken by WSRC since 2019-

Programme on Women's Sanitation and Hygiene: On 27/02/2019, a programme on Women's Sanitation and Hygiene was held to aware about women's personal hygiene and sanitation. Resource person Miss Aishma Faruk, Regional Officer of Hindustan Lifecare Ltd., gave a demonstration on the use of sanitary pad, incinerator and vending machine. All total 111 participants were present in the programme.




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Awareness Camp on Addiction, Depression and Stress of Students and Its Remedies: On 7th May 2022, Woman Studies Research Cell organised an awareness camp on addiction, depression and stress of students and its remedies in the Science Gallery of Mangaldai college. In this camp, resource person Dr Iftikar Hussain, Psychiatrist of Swasti Hospital Rangia explained the causes of depression among students and how it affects their life on a large scale. He also highlighted the different types of addiction and its ill effects on the youths our country. Further he suggested some remedies to get rid of addiction and depression and to develop some positive attitude towards life. Total number of 142 students and faculties of the college actively took part in the programme and interacted with the resource person.



Celebration of International Women’s Day, 2019: On 8th March, 2019 a meeting on the theme “*Balance for Better*” was organized by WSRC. Dr. Radhika Bala Devi, Retd. Professor and President Mahila Samata Society, Darrang, spoke about developing self confidence among the girls. A demonstration on Self-defence techniques was presented by Priyanka Baishya, RMSA trainer, and her groups. Dr. (Major) Leena Saikia also gave a power point presentation about her experiences in the Republic Day celebration in New Delhi. Total number of 221 participants attended the meeting.


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Counselling Programme for Boys and Girls: On 01-08-2019, a Counselling Programme for Boys and Girls was organized by WSRC for the first semester students. This programme mainly focuses on the course structure of the CBCS syllabus. The coordinator of WSRC suggested the girl students to maintain personal hygiene and at the Girls' Common Room and Girls' Hostel. The girl students were trained on the use of vending machine and incinerator to dispose sanitary pads. Total 201 students participated in the programme.

Awareness Programme on Developing Scientific Temperament: On 24-12-2019, an awareness meeting on developing scientific temperament was organized by WSRC in association with Assam Science Society, Mangaldai Chapter in Danhee Higher Secondary School. Addressing the meeting, Dr. Kamaleswar nath, a Medical Practitioner explained about the difference among common belief, disbelief and superstition prevailing in the society. The speaker highlighted on how the age old unscientific beliefs or superstitions had been causing harm to the society and it can be eradicated by developing scientific temperament among the people. Dr. Minati Sarma, President, WSRC focused on the age old gender discriminatory beliefs and practices that put obstacles for the female folk in their development and urged for developing logical and scientific thinking that promotes gender equality. Total number of 139 participants attended the programme.

An Awareness Programme on Women Empowerment: On 04-12-2020, an awareness programme on women empowerment was organized by WSRC. In this programme, the President of "Warriror" Group have shared their views regarding different problems and challenges faced by women in day today life. Resource person Deepjyoti Sharma expresses his opinion about the

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ongoing violence against women and urged the women to join hand with warrior group to combat violence and all form of discrimination. Total number of 144 participants join the programme.



Inter-College Essay Writing Competition: On 23-02-2021, an inter-college essay writing competition was organized by WSRC with the title “*Role of Women in Struggle against COVID-19*”. Altogether 72 students from different colleges of Darrang-Udalguri Zone participated in the competition.

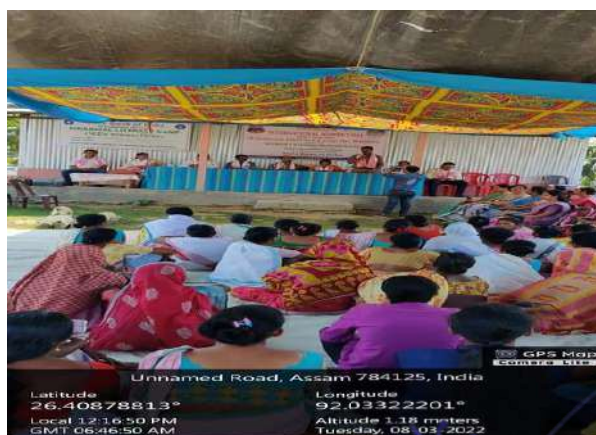


Talk on Role of Women in Freedom Movement of Assam: On 8th March, 2021, WSRC of Mangaldai College celebrated International Women’s Day by organizing a talk on ‘*Role of Women in Freedom Movement of Assam*’. Resource person Dr. Barnali Kalita, Associate Professor, Department of Assamese while delivering her speech recalled the glorious participation of women in the freedom movement from Assam like Kanaklata Baruah, Bhogeswari Phukanani, Tileswari Baruah, Rebati Lahan etc. Total number of 100 participants attended the programme.

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Celebration of International Women’s Day: On 8th March 2022, Women Studies Research Cell organised a “*Financial Literacy Camp*” for women in Moamari Village, Mangaldai as a part of celebration of International Women’s Day. This camp was organised in collaboration with State Bank of India, Mangaldai Branch. Resource person Mr. Subhrangshu Dey, Chief Manager, Mangaldai SBI, explained the need of financial literacy for women. Mrs. Uttara Bora, Chief Manager, SBI Tezpur Zone also motivated the women to develop self-confidence and become financially independent for their empowerment. Another resource person Mr Sanjay Chhetri, field officer, SBI Mangaldai highlighted on different schemes launched by SBI to provide financial benefits to women. In this financial literacy camp women from Sira Seuj Krishi Pam, Mangaldai, faculties of Mangaldai College, local villagers and officers from SBI participated enthusiastically. Local woman Mrs Daivaki Deka, Damayanti Deka, Shanti Rajkumari expressed their concern for financial literacy. Total number of 102 women from Moamari village attended the programme.



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On 10th March, 2023, as a part of celebration of International Women’s Day, 2023, an Oath Taking Ceremony on “*I Respect Women*’ was organized along with essay writing competition and poster making competition among the students.



Book Launch Programme: The book “*Women and Society*” with ISBN was launched by the Women Studies Research Cell, Mangaldai College on 18.11.2022. Dr. Kamala Kanta Borah, Principal of Mangaldai College inaugurated the event and appreciated the initiative of the cell and requested to continue the same. Dr. Chandrama Goswami, Principal, Kamakhya Ram Barooah Girls' College, Fatashil Ambari, Guwahati also graced the occasion and delivered a valuable speech. The active participation of 42 students with faculty members made the event a successful one.



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Invited Lecture on “Women , Society and Literature”: A lecture on *“Women, Society and Literature”* was organized by the Women Studies Research Cell (WSRC), Mangaldai College on 31.10.2022. Dr. Kamala Kanta Borah, Principal of Mangaldai College inaugurated the event and appreciated the efforts taken by the cell. Ramani Saharia, President of GB also graced the occasion. The speaker of the event was Banti Senchowa, Awardee of the Jagannath Thakur Literary Award. Sensowa spoke on different taboo prevailing over the society with reference to patriarchal society and its demerits. She urged the gathering to raise their voice for their rights. Dr. (Major) Leena Saikia launched her book *“Ekuri Eta Kahini aru Sadhukotha”* in this programme. The active participation of 32 faculties and 152 students made the event successful.



8. Courses in Syllabus:

Mangaldai College follows the prescribed courses and syllabus of Gauhati University that contains topics related to gender issues, sex-gender debates, patriarchy, feminism, women empowerment, socio-political-economic status of women, women and health, women in development, women in nature/environment, sexual harassment, gender division of labour, issues of domestic violence, women’s rights, women’s political participation, right to education of girl child etc. Introduction of these courses in undergraduate level aims to offer and understanding of the concept of gender and feminism demanding the elimination of gender stereotypes from society. It also aims to promote women empowerment.

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Table 7: Gender Component in UG Courses

Subjects	Topics/courses
Assamese	Arupa Potongia Kalitar “Ayananta” Upanyasat Nari
Education	Women and Society
English	Feminism, Gender
History	History of Assam, Women in freedom movement
Philosophy	Social Philosophy
Political Science	Gender, patriarchy, feminist theory, women’s right, women’s political participation
Zoology	Developmental biology, genetics, Endocrinology

9. Gender Specific Facilities: Mangaldai College offers several gender specific facilities for the benefit of girls and women to maintain equity, access and quality and empowerment.

Annual Gender Specific Action Plan: Mangaldai College formulates Annual Gender Specific Action Plan to execute in different areas including gender sensitisation programmes, training programmes for girls, workshop on self-defence, health and hygiene awareness programmes, academic and extension activities etc.

Anti-Sexual Harassment Cell: Mangaldai College has an Anti-Sexual Harassment Cell to prohibit, prevent and deter sexual harassment in the institution.

Grievance Redressal Cell: Grievance Redressal Cell is constituted for redressal of various grievances of the students, the faculty members, the staff of the college relating to college affairs.

Girls’ Hostel: Mangaldai College has one Girls’ Hostel. The selection of hostel seat is made on merit and reservation rules of the government. The seat capacity is 100.


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Counselling in Girls' Hostel by the teachers

Installation of CCTV: A number of CCTV cameras are installed within the college campus to maintain safety and security of the girl students.



Girls' Common Room: A Girls' Common Room is situated at the college campus to give female students a place to relax, study and have informal discussions with toilet facilities.



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10. Best Practice:

Title Of the Practice: Empowering Girls through Workshop on Techniques of Self-Defence.

Objective of the Practice: The objective of organizing the Workshop on Techniques of Self-Defence is to boost the self confidence among the girl students of Mangaldai College and thereby to empower them.

The Context: Violation of women and girls rights is a matter of serious concern now a days. As stated by a report published in the Hindustan times, the National Crime Records Bureau (NCRB) recorded 27,687 cases in 2018 and 30,025 cases of crime against women in 2019. In this context ensuring security of women and girls is of utmost importance. It is hoped that by learning the techniques of self-defence women and girls will develop self-confidence and able to protect themselves from any kind of violence and physical assault.

The Practice: The Women's Studies Research Cell of Mangaldai College organizes a "Workshop on Techniques of Self-Defence" for girl students in collaboration with IQAC, Mangaldai College on a regular interval. In this workshop the girl students of Mangaldai College are trained with some defence skills to counter any kind of physical assault. Miss Priyanka Baishya, (Black belt) Trainer, RMSA, Darrang and Shihan Dhrubajyoti Sarma (Black Belt), Secretary Traditional Sotokan Karate-Do Association, Assam, imparts training to girl students throughout the sessions. Efforts are made to aware the girls for applying presence of mind to counter the impending danger. The college authority also assured the participants to take necessary action for their safety within college campus.

Evidence Of Success: The evidence of success can be drawn from the following points-

1. More than 100 girl students have successfully completed the workshop and certificates were distributed to all the participants.
2. All the girls have expressed their satisfaction regarding the conduct of workshop after its completion.
3. The participants have viewed that they have developed self-confidence to fight against any kind of violence.
4. The workshop has enhanced the physical strength of the girl trainers.
5. The institution has witnessed a positive trend among the girls to aware other girls of their


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nearby areas about the necessities of learning self-defence skills.

Problems Encountered: The problems encountered while organizing the Workshop on Techniques of Self- Defence for girls are as follows-

1. All the girl students favour the presence of female trainer and feel hesitated to learn from a male trainer, the problem of shortage of female trainer has been faced while organizing such more training camps.
2. There are some financial constrains faced by the organizers to sustain such week-long programme.
3. The traditional outlook of some parents not to allow their daughters having such karate or self-defence skill becomes an impending factor in this regard.

Resources Required:

1. Allocation of more funds for organizing such extra-curricular activities will be helpful.
2. Appointment of female physical instructor is needed for the girl students.

Note:

Other girl students (who were not trained) have also expressed their interest for receiving such type of training after the completion of the workshop. Accordingly, the Women Studies Research Cell of Mangaldai College has proposed to continue this best practice for girls in every academic year.




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11. Policy Recommendations:

Following are some policy recommendations from gender audit team provided after analysis and observation on gender sensitivity in the institution –

1. Women's contribution to the field of research and innovation are significant for the higher education institution. The contribution of women faculties in research and publication needs more attention
2. Encouragement to conduct research project on gender issues
3. Allocation of more funds to maintain gender balance
4. Fund utilisation for gender sensitive extension activities
5. Organise more training programme on gender sensitivity
6. Active and vibrant role of Anti-Sexual Harassment Cell
7. Arrangement of permanent female instructor for self-defence training
8. Arrangement of female security personnel for girls' hostel
9. Arrangement of more women friendly toilet as well as differently abled friendly toilet with vending machine and incinerator
10. Organise more skill -based training for girls' empowerment.


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Questionnaire

(Please submit the following information required for assessing gender equality indicator)

* Indicates required question , Please put tick mark where necessary.

1. Name *

.....

2. Designation *

- a. Administrator b. Faculty
c. Office Staff d. Student

3. Gender *

- a. Male b. Female c. Transgender

5. Is there any gender specific action plan in your institution? *

- a. Yes b. No c. Do not know

6. Do you think your institution follows gender responsive policy? *

- a. Yes b. No c. Do not Know

7. Are gender equality initiatives undertaken in your institution? *

- a. Yes b. No c. Do not know

8. Do you feel male and female are treated equally in your institution? *



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- a. Yes b. No c. No opinion

9. Have you faced gender discrimination in your institution? *

- a. Yes b. No

10. Are you aware of the student's grievance procedure for discrimination based on sex?*

- a. Yes b. No c. Do not know

11. Does your institution have an Ant-Sexual Harassment Cell? *

- a. Yes b. No c. Do not know

12. Have you undergone training on gender sensitivity? *

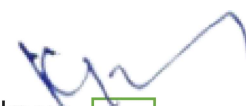
- a. Yes b. No

13. Does your institution have organised workshop/seminar/training on gender sensitivity? *

- a. Yes b. No c. Do not know

14. Do you think there is gender responsive academic environment in your institution? *

- a. Yes b. No c. Do not know


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