

**Criterion: 7**  
**Institutional Values and Best Practices**

**7.1.1 Action Plan for Gender Sensitization and  
Annual Report**

## Gender Sensitization and Gender Equity

SI	Name of the Programme	Objectives	Tentative time frame and Organizer
1	Counseling programme for Girl students as well as boy- students	<ul style="list-style-type: none"> <li>✓ To address the issues of women health (both physical and mental) and hygiene;</li> <li>✓ To make them aware of women's rights in the society;</li> <li>✓ To make them aware of different career options;</li> <li>✓ To make them aware of how to cope up with domestic issues.</li> <li>✓ Health camp</li> </ul>	Quarterly every year <b>Women Welfare Cell</b> <b>ICC</b> <b>Career Counseling and Placement Cell</b> <b>Equal opportunity Cell</b>
2	Programme (symposium/ seminar/ talk/workshops) on self-defense	<ul style="list-style-type: none"> <li>✓ To enable the girl students for protection against unacceptable social conducts;</li> <li>✓ To develop confidence in the girl students and to empower them for self-protection in critical situations.</li> </ul>	Annually every year Women Welfare Cell ICC Career Counseling and Placement Cell Equal opportunity Cell NSS
3	Programme (symposium/ seminar/talk/workshops) on women empowerment and skill based education	<ul style="list-style-type: none"> <li>✓ To create an environment of socio-economic equity amongst the village women;</li> <li>✓ To equip the women with skill-based training programme;</li> <li>✓ To make them able to earn livelihood by marketing their skills.</li> </ul>	Through NSS special camp Botany Dept for Mushroom Cultivation Workshop etc.
4	Gender Audit Preparation	<ul style="list-style-type: none"> <li>✓ To find out the gender balance in various aspects of the institution</li> </ul>	IQAC

## **Activities for Gender Sensitization**

## Programme by Internal Complain Committee (ICC)

An orientation programme had been organized by ICC, Digboi College in association with IQAC on 18<sup>th</sup> May 2024 at College auditorium. Dr. Samrat Bhardwaj, Assistant Professor, Department of Commerce, Digboi College had delivered a talk on “Ensuring a safe and respectful college environment: The POSH Act, 2013 and ICC”. The students were benefitted by the lecture as in the interactive session, Dr. Bhardwaj satisfactorily explained the points raised by students.



Digboi, Assam, India  
 9JV4+H85, Digboi College, Assam 786171, India  
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 Long 95.605978°  
 18/05/24 01:22 PM GMT +05:30



Digboi, Assam, India  
 9JV4+H85, Digboi College, Assam 786171, India  
 Lat 27.393812°  
 Long 95.605978°  
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Orientation Programme on 18/5/2024  
 the aims, objectives & rules.  
 Minutes of the Programme (ICC)

An orientation programme on the aims, objectives, rules and regulations of the Internal Complaint Committee (ICC) of Digboi College was organised on the 18<sup>th</sup> May 2024 by the ICC in association with IQAC, Digboi College under the leadership of Mr. Deep Sarab Borthu, President, ICC. Dr. Pakitra Barahi, IQAC Co-ordinator explained the purpose of the programme. Dr. Jayanta Handique, Vice-Principal, welcomed all the dignitaries, employees and students present in the programme. In this programme Dr. Samrat Bhardwaj, Assistant Prof. of Commerce, Digboi College graced the occasion as the Resource Person. Dr. Bhardwaj explained in detail through power point presentation (PPT) method on aims and objectives of ICC. In this deliberation he enlightened the significances of presentation of Sexual Harassment (POSH) Act, ICC functions, awareness and purposes of ICC etc. in detail. In the interaction session Dr. Samrat Bhardwaj satisfactorily explained on the points raised by few students. The session had come to an end after vote of thanks to all from the chair.

Orientation Programme of Internal Complaint Committee (ICC) Date: 18/5/2024

Signature of Student participants

Sl. No.	Name	Stream
1.	Mehak Mishra	Science
2.	Aranyita Salukdar	Science
3.	Rishi Gogoi	"
4.	Nyasha Sarma	Science
5.	Aranyita Ray	Science
6.	Ayushmita Debbarth	Science
7.	Sumiya Begum	"
8.	Rishi Chhangmai	"
9.	Saravakumar Deka	"
10.	Sangita Rana	"
11.	Suma Das	"
12.	Monali Konwar	"
13.	Prachi Borah	"
14.	Sumita Das	"
15.	Hemant Baruahary	"
16.	Krishna Sarma	"
17.	Akhya Sarma	Commerce
18.	Ashika Kumar Borthu	"
19.	Prayanta Tanti	"
20.	Ashut Haque	"
21.	Abhi Chong	Commerce
22.	Sujit Rai	Commerce
23.	Blumaj Paul	Commerce
24.	Rohini Gogoi	Commerce
25.	Sahil Akhbar	"
26.	Dipik Chetri	"
27.	Debangsi Das	"
28.	Pritha Deo	"
29.	Manabjyoti Sarma	Arts
30.	Madhob Das	Arts
31.	Kuldip Dey	Arts
32.	Sansar Alam	Arts

## Programme by Women Welfare Cell

### International Women's Day, 8<sup>th</sup> March 2024

The college celebrates International Women's Day on the theme "Invest in Women: Accelerate Progress". A talk was organized by Digboi College Women Welfare Cell in collaboration with IQAC, Digboi College on the topic "Emotional and Mental Health of Women and Indian Society" by Dr. Swati Kiran, Assistant Professor, Dept. of Assamese, Dibrugarh University. On this occasion, the results of the three-day competitions - Essay Competition, Elocution Competition, Hurdle Walk and Girls Cricket Competition - were announced.



# *Gender Audit Report*

## *2023-2024*



**Digboi College (Autonomous)**

**Digboi, Assam**

**Prepared By**

**Internal Complaint Committee (ICC):**

1. Mrs. Deepa Sarmah Borthakur (President, ICC)  
Associate Professor  
Department of Assamese, Digboi College (Autonomous)
2. Dr. Moni Kankana Kalita (Member, ICC)  
Assistant Professor  
Department of Zoology, Digboi College (Autonomous)
3. Dr. Murchana Gogoi (Member, ICC)  
Assistant Professor  
Department of Commerce, Digboi College  
(Autonomous)



Gender audits are a gender mainstreaming tool that helps organizations understand gender patterns in their composition, processes, organizational culture, human resource management, and the development and delivery of policies and services. They also help assess how organizational performance and management impact gender equality inside the organization. Gender audits draw attention to significant gender disparities and challenges and provide recommendations for ways to bridge them through advancements and changes. Additionally, they establish a baseline that can be used to monitor advancement over time.

### **Significance of Gender Audit:**

- The purpose of a gender audit is to determine whether the system's internal procedures and policies support gender mainstreaming and the successful implementation of gender equality.
- To track and evaluate the institution's progress in lowering gender discrimination.
- Establishing a baseline for gender equality and identifying important gaps and issues related to it.
- Making recommendations for new gender-balance tactics and regulations. In order to foster a positive and healthy atmosphere regarding gender in the institution's policies, programs, and structure, the institution has implemented a participatory process and instrument called Gender Audit.

### **Objectives of Gender Audit:**

The primary goals of the Gender Audit are as follows:

- a) To learn about the gender balance inside the organization
- b) To learn about gender perception in the institution
- c) To reflect and develop gender-related action plan.

## **Features and Initiative of College for Gender Sensitization**

### **A. Gender Balance in Enrolment at Graduation and Post graduation Level:**

Digboi College is a reputed institution for co-education and discipline. Students' strength is increasing with every new academic year.

In Arts stream, in all of the three semesters, it is seen that female students are more than the male students, where female occupies more than 16.56% than male in the first semester. In the third



and fifth semester, the percentage of female enrollment was seen to be double the percentage of male enrollment as seen in figure 1 respectively.

In Science stream, the first semester enrollment witnessed an increased percentage of female (53.82%) than male (46.18%). However, it is seen that male students are more than the female students in the third and fifth semesters as seen in figure 2 respectively.

In Commerce stream, the first and third semester witnessed an enrollment of more numbers of male than female whereas in the fifth semester the percentage of female enrollment was found to be more than the male as seen in figure 3 respectively.

In P.G. course, it was seen that the percentage of female enrollment was more than the male percentage both in the first and third semester as seen in figure 5 respectively.

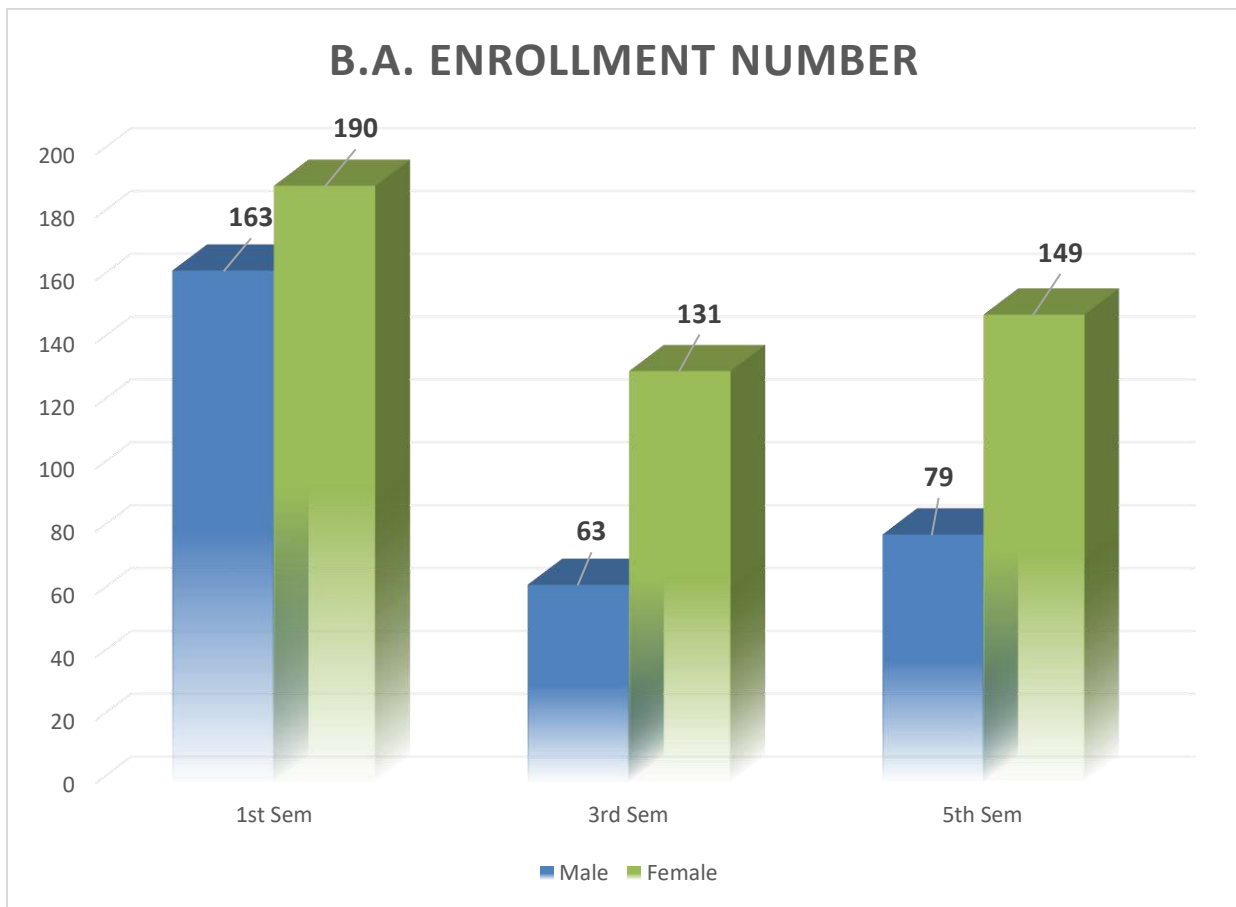


Figure 1: B.A. Enrollment among Male and Female

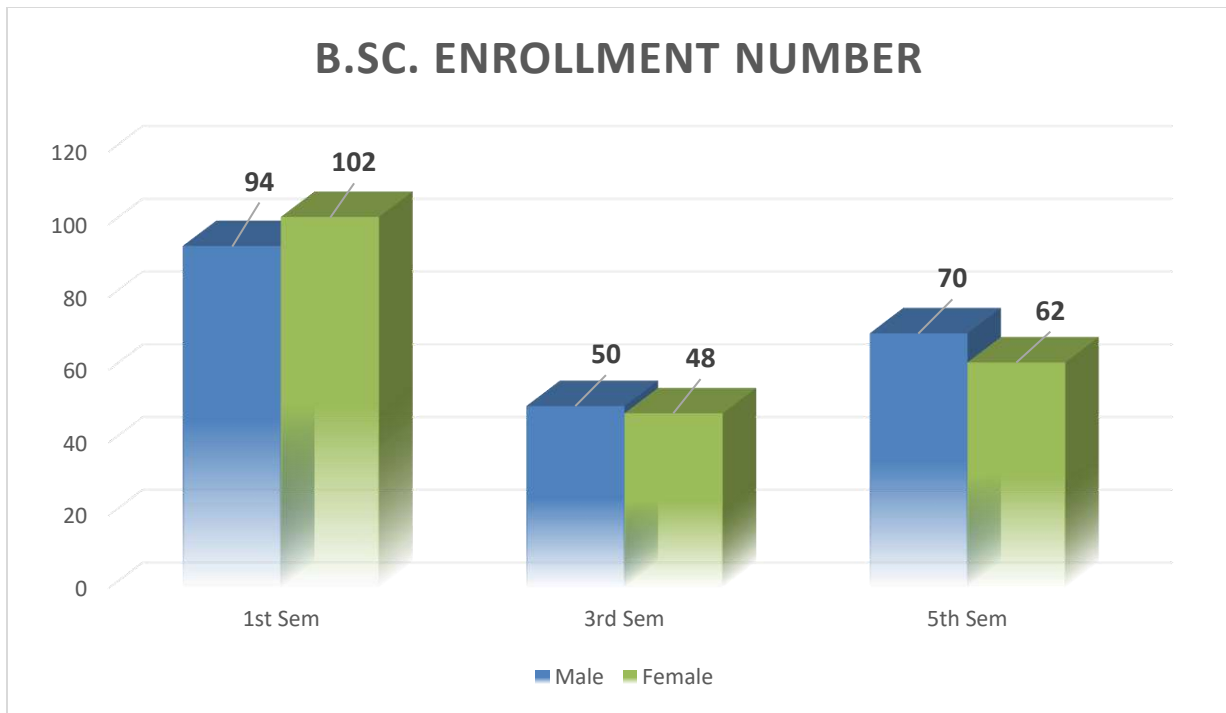


Figure 2: B.Sc. Enrollment among Male and Female

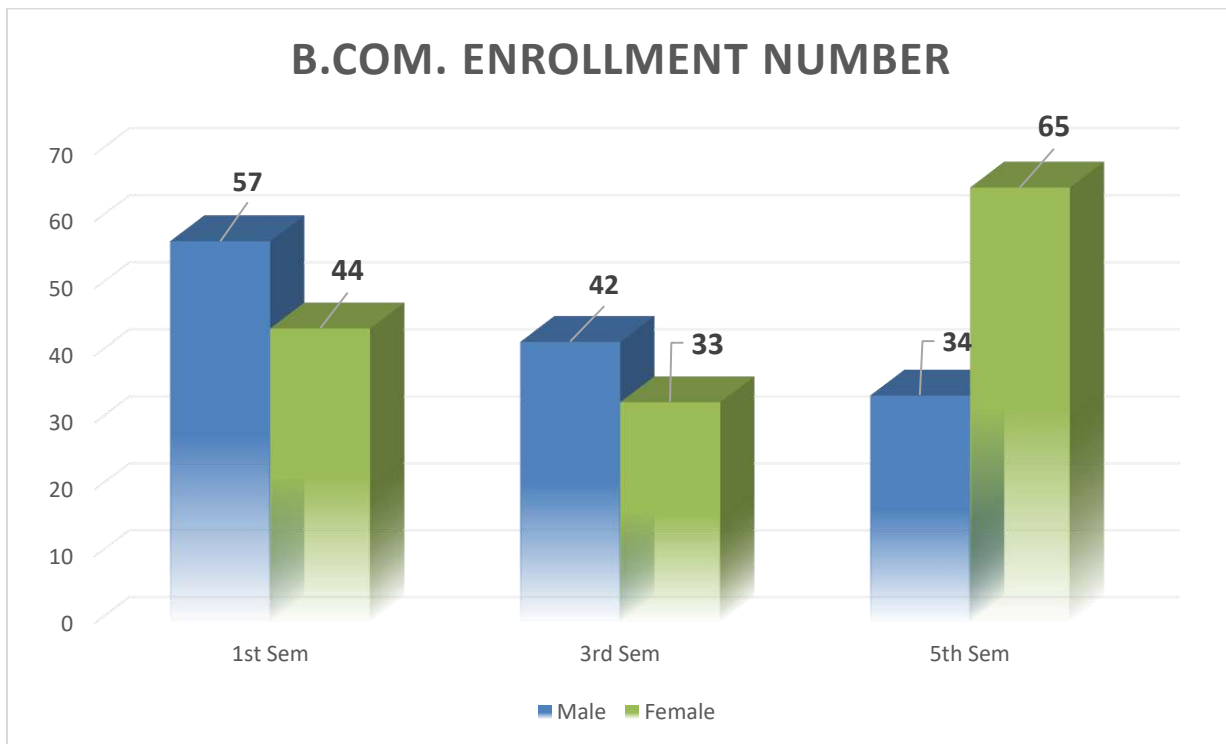


Figure 3: B. Com Enrollment among Male and Female

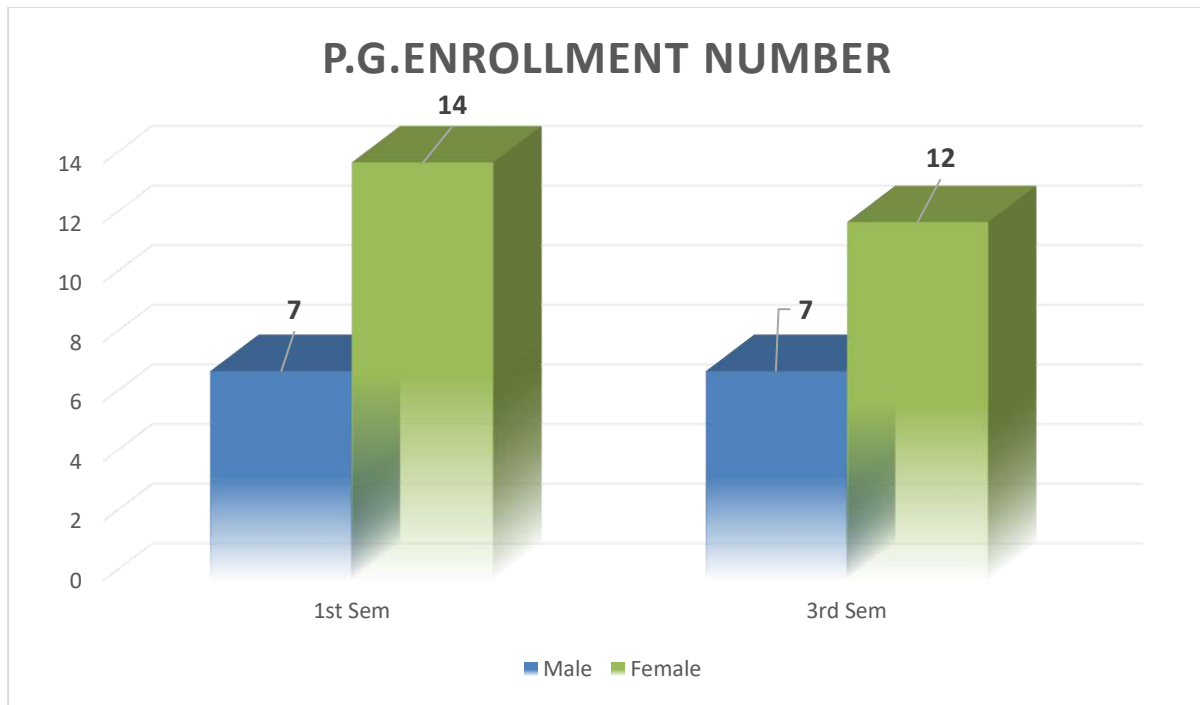


Figure 5: P.G. Enrollment among Male and Female

**B. Gender Balance among the winners of 56<sup>th</sup> Digboi College Week:**

Both the gender Male and Female had equally participated in the various competitions of 56<sup>th</sup> Digboi College week. However, among 478 prizes, 224 nos. are bagged by male participants while 254 are bagged by females.

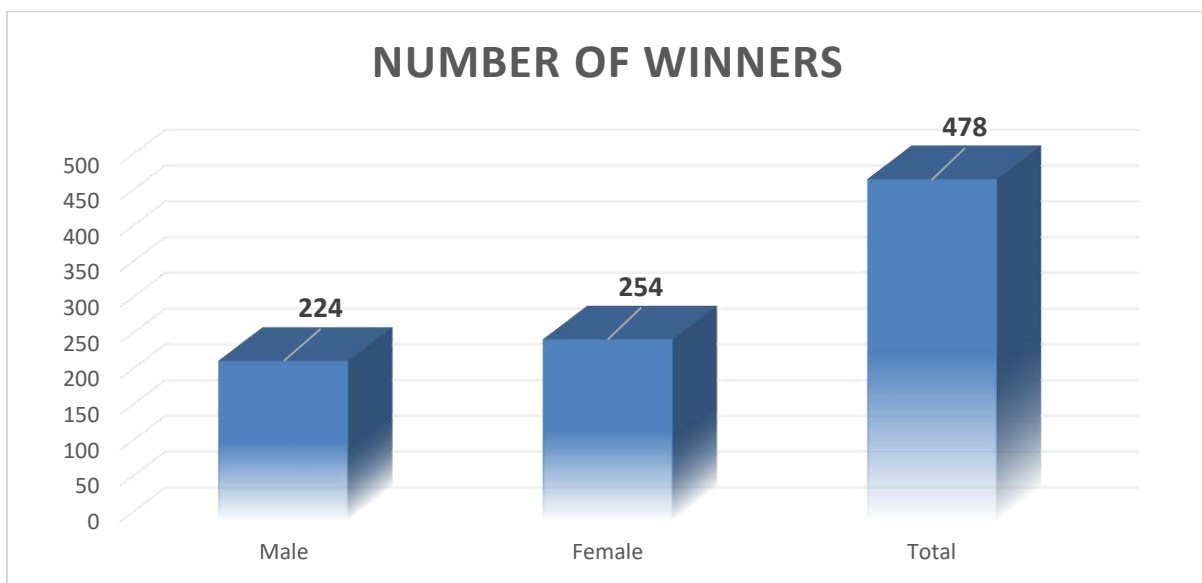


Figure 6: Number of Male and Female Winners

### C. Gender balance in NCC unit, Digboi College:

In the year 2023-2024, out of total 148 enrolment, there was 92 nos. of male and 56 nos. of female enrolment in NCC.

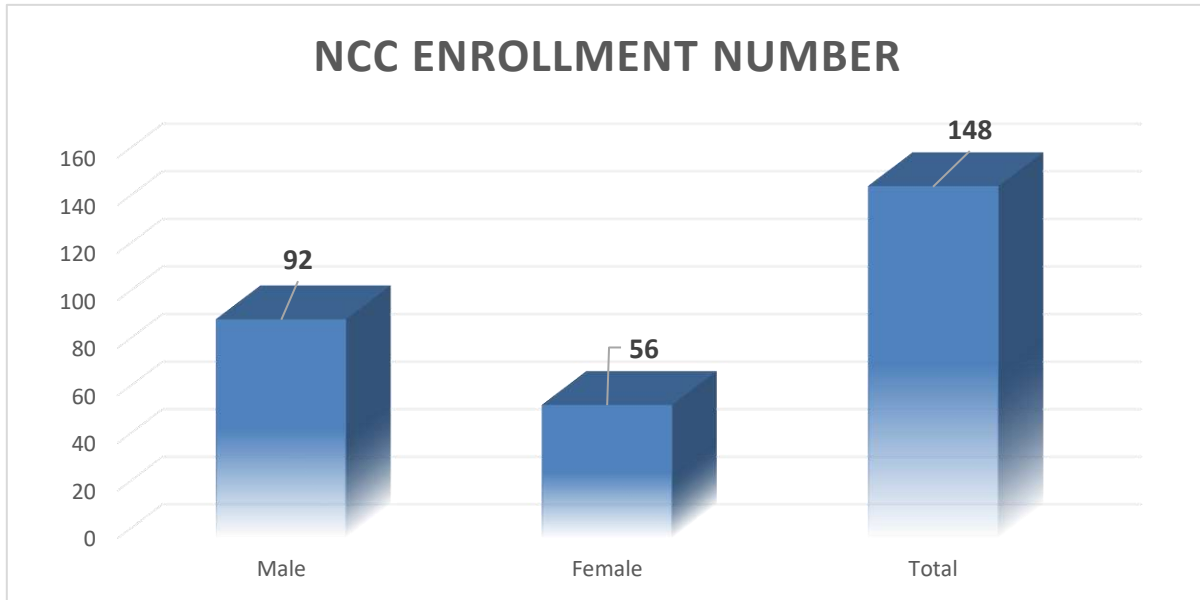


Figure 7: Number of Male and Female students in NCC unit

### D. Gender Balance in the Permanent and Non-sanctioned Teaching Staff:

The Teaching staff of Digboi College (Autonomous) comprise of 73 numbers in total. Out of it, there are 44 nos. of Male and 29 nos. of female employees, highlighting that the number of male is more than the female.

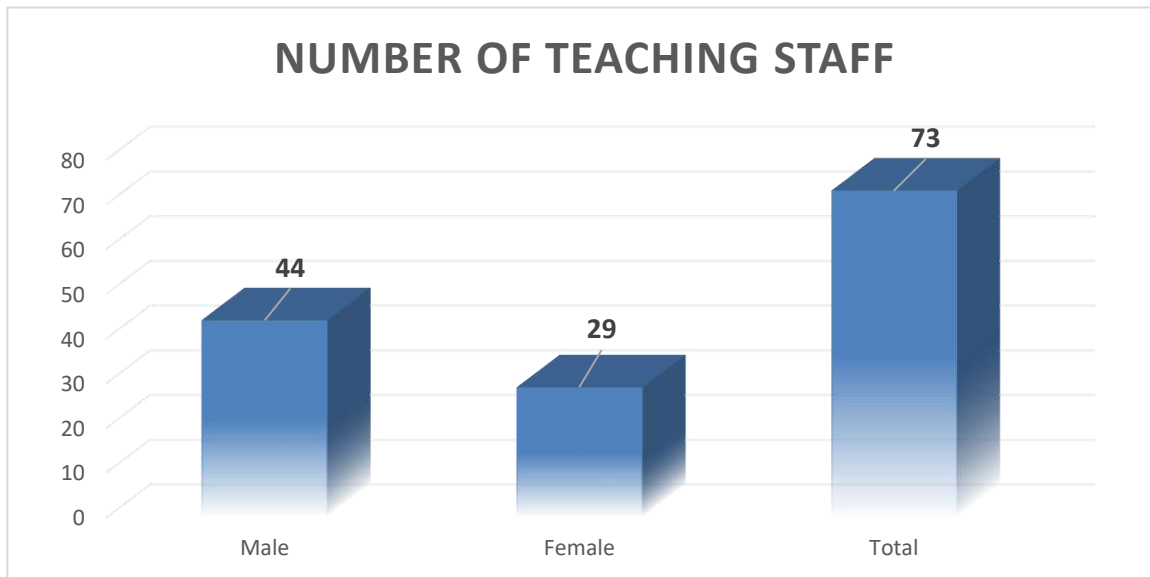


Figure 8: Number of Male and Female Teaching Staff

### E. Gender Balance in the Permanent and Non-sanctioned Non-Teaching Staff:

The Non-Teaching staff of Digboi College (Autonomous) comprise of 29 numbers in total. Out of it, there are 27 nos.of Male and 2 nos. of female employees, highlighting that the number of male is more than the female.

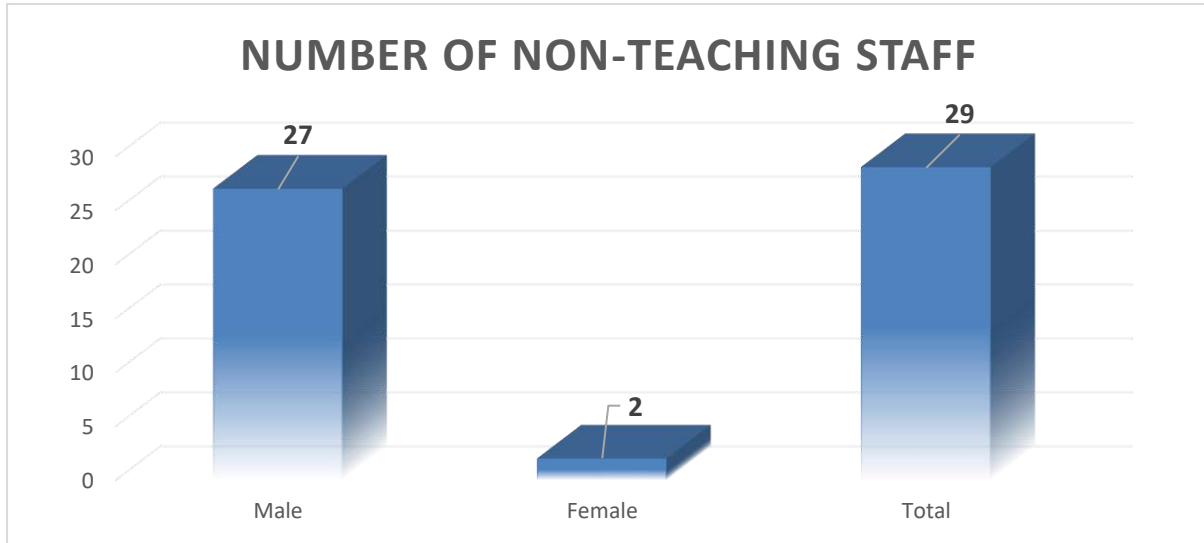


Figure 9: Number of Male and Female Non-Teaching Staff

### Conclusion:

The analysis shows that gender equity goals and objectives are included into all of the college's programs and policies. The college's administration and staff support gender equality and gender sensitivity, and they behave in a gender-sensitive manner, according to the Gender Audit Team. The college is thought to offer numerous benefits and opportunities to promote gender parity. To fix the vulnerabilities, the value structure may be gradually altered. There are definitely more girls from all walks of life enrolling, and gender issues are not a worry. The College would surely leave its imprint with its resolute commitment to gender fairness