

GENDER AUDIT REPORT

Session 2024-25



KAMARGAON COLLEGE

P.O.: Kamargaon, District: Golaghat,
Assam - 785619

(Affiliated to Dibrugarh University)

UGC 2(f) & 12(B) | NAAC Accredited (B⁺⁺)

Prepared by

Internal Quality Assurance Cell (IQAC)



DECLARATION BY THE INSTITUTION

This is to declare that the information, data and documents presented in this Gender Audit Report for the session 2024-25 of Kamargaon College, Kamargaon, Golaghat, Assam are true, authentic and based on the official records of the institution.

The report has been prepared by the Internal Quality Assurance Cell (IQAC) after collecting and verifying the relevant information from the concerned departments, committees and institutional records. To the best of our knowledge and belief, the contents of this report are correct and valid.



(Ankita Kalita)
Coordinator, IQAC
Kamargaon College

Co-ordinator
IQAC
Kamargaon College
Golaghat, Assam.



(Dr. Gautom Kumar Saikia)
Principal
Kamargaon College

PRINCIPAL
KAMARGAON COLLEGE
KAMARGAON- 785619
GOLAGHAT, ASSAM

CERTIFICATE OF VERIFICATION AND APPROVAL

This is to certify that the **Gender Audit** for the session 2024-25 of **Kamargaon College, Kamargaon, Golaghat, Assam** has been conducted by verifying the relevant records, documents and institutional practices related to gender equity and inclusiveness.

Based on the verification of the available records and observations made during the audit, I am satisfied that the Gender Audit Report of the institution is a true and fair representation of the gender-related initiatives and practices adopted by the college during the assessment period. The report is hereby **verified and approved** for academic and institutional quality assurance purposes.

I appreciate the sincere efforts made by the institution towards promoting an equitable, inclusive, safe and gender-sensitive campus environment and encourage the college to continue strengthening its initiatives in accordance with the relevant guidelines and best practices.

Verified and approved by: Bhanali

Signature

Name of Auditor: Gitanjali Bhanali

Designation: Assistant Professor

Name of the Institution: Marangi Mahavidyalaya

Place: Marangi Mahavidyalaya, Deting, Golaghat

Date: 30/06/2026

President/Secretary
WOMEN CELL
Marangi Mahavidyalaya

1. Introduction and Rationale

1.1 Conceptual Framework

A gender audit is a participatory diagnostic exercise that evaluates an institution's policies, practices and provisions through a gender lens. Rather than confining itself to numerical disaggregation, it examines how everyday institutional culture, decision-making, infrastructure and curricular content shape the lived experiences of women, men and persons of other gender identities within the college community. The exercise is undertaken in alignment with the UGC Saksham Guidelines (2013), the UGC Regulations on Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions (2015), the National Education Policy (NEP) 2020 and indicators under Sustainable Development Goal 5 (Gender Equality).

1.2 Institutional Rationale

Kamargaon College, established in 1972 under the Tribal Sub-Plan of Golaghat district, covering predominantly rural community of approximately thirty-five villages in the Bokakhat sub-division. A significant proportion of its students are first-generation learners drawn from Scheduled Tribe, Other Backward Classes, More Other Backward Classes and Tea-Garden Communities. In such a socio-economic context, an institutional gender audit is not a formal compliance exercise alone; it is a substantive instrument for identifying structural barriers to women's higher education and for monitoring the college's contribution to gender-equitable development in upper Assam.

1.3 Objectives

- To document the gender composition of students, teaching faculty and non-teaching staff during the session 2024-25.
- To assess the adequacy and functioning of institutional mechanisms such as Anti sexual Harassment Cell, Women's Cell, Anti Ragging Committee and Grievance Redressal Cell.
- To evaluate physical infrastructure and safety provisions from a gender perspective.
- To examine the curricular engagements with gender as a category of analysis.
- To formulate evidence-based recommendations for the next session for an inclusive environment of the institution.

1.4 Scope and Reporting Period

The reporting period for this audit is the academic session 2024-25, corresponding to 1 July 2024 to 30 June 2025 as per the Dibrugarh University academic calendar. The audit covers all programmes offered by the institution.

Gitanjali Bhanali
President/Secretary
WOMEN CELL
Marangi Mahavidyalaya

2. Methodology

The audit adopts a quantitative method, combining quantitative head-count and ratio analysis. The data are collected from Office of the Principal: admission registers, service register, attendance and leave records; IQAC: previous Annual Quality Assurance Reports (AQARs), institutional database; Internal Complaints Committee; Women's Cell records and activity reports; Hostel records (women's hostel) etc.

3. Institutional Profile

Particular	Detail
Name of the institution	Kamargaon College
Year of establishment	1972 (under Tribal Sub-Plan, Golaghat district)
Location	P.O.: Kamargaon, District: Golaghat, Assam - 785619
Affiliating University	Dibrugarh University
UGC recognition	Section 2(f) and 12(B) of the UGC Act, 1956
NAAC accreditation	Grade 'B ⁺⁺ '
Type of Institution	Co-educational, Rural, Government-Aided
Programmes Offered (2025-26)	Higher Secondary (Arts) under ASSEB; FYUGP under Dibrugarh University
Honours Departments	Assamese, Economics, Education, English, History, Philosophy, Political Science, Sociology
Campus Area	Approximately 7.17 acres
Women's Hostel	Mohini Rajkumari Chatri Nivas; On-campus, Capacity 35 students

4. Gender Composition: Students

4.1 Programme-wise enrolment by sex (Session 2024–25)

Table 4.1 records total enrolment disaggregated by sex across all programmes offered during the session 2024–25.

Programme / Stream	Female	Male	Other / NB	Total
Higher Secondary (Arts) — 1st Year	152	120	0	272
Higher Secondary (Arts) — 2nd Year	128	120	0	248
FYUGP Semester I	223	157	0	380
FYUGP Semester III	106	39	0	145
FYUGP Semester V	75	43	0	118
TOTAL	684	479	0	1163

4.2 Social category × sex matrix

Social Category	Female	Male	Total
General	56	25	81
OBC/ MOBC	221	124	345
SC	97	66	163
ST (Plains and Hills)	310	264	574
TOTAL	684	479	1163

4.3 Gender Parity Index (GPI)

Session	Female	Male	Total	GPI
2024–25	684	479	1163	1.42

As the Gender Parity Index (GPI) shows 1.42, it indicates that the institution has female advantage.

4.4 Academic Performance

- Pass percentage in latest end-semester examination (6th Semester)

Female appeared: 83

Male appeared:

75.56%

Total appeared: 128

71.09%

45

Female passed: 57

Male passed: 34

Female pass percentage: 68.67%

Male pass percentage:

Total passed: 91

Total pass percentage:

4.5 Female participation in co-curricular activities

- NSS volunteers

Female members: 75

Male: 45

- Students' Union office-bearers:

Female members: 5

Male: 9

5. Gender Composition: Faculty and Staff

5.1 Teaching faculty by designation and sex

Designation	Female	Male	Total
Principal	0	1	1
Associate Professor	2	1	3
Assistant Professor (Sanctioned)	12	8	20
Librarian	0	1	1
TOTAL	14	11	25

5.2 Department-wise faculty by sex

Department	Female	Male	HoD (F/M)
Assamese	3	1	F
Economics	2	1	M
English	1	1	F
Education	2	1	F
History	2	1	F
Philosophy	2	0	F
Political Science	1	2	M

Department	Female	Male	HoD (F/M)
Sociology	1	2	M
TOTAL	14	9	23

5.3 Non-teaching staff by sex

Category	Female	Male	Total
Office Staff	0	3	3
Library staff	1	0	1
TOTAL	1	3	4

5.4 Women in decision-making

- **Members of the Governing Body:**
Female members: 3 Male: 4
- **Academic Committee:**
Female members: 5 Male: 3
- **IQAC:**
Female members: 1 Male: 4
- **Examination Committee:**
Female members: 5 Male: 5
- **Admission Committee:**
Female members: 5 Male: 3
- **Heads of Department who are women: 5 out of 8**

5.5 Qualification and Research Output

- **Ph.D.-qualified faculty:**
Female members: 4 Male: 2
- **Faculty pursuing Ph.D.:**
Female members: 4 Male: 2

6. Gender content within Curriculum

6.1 Under FYUGP Curriculum

Department	Paper (Semester)	Code	Paper Title	Chapter Title
Assamese	ASMC-13 Semester)	(6 th	Western Literary Criticism	Unit IV: Contemporary Criticism Trends
English	C-15 (6 th Semester)		Literary Theory- I	Unit II: Feminism
Education	C-8 (4 th Semester)		Inclusive Education	Unit I: Understanding Children with diverse needs Unit II: Introduction to Inclusive Education Unit III: Policies and Legislations for diverse needs Unit IV: Organisation and management of Schools to address socio-cultural diversity
Philosophy	PHIC 15 (B) (6 th Semester)		Philosophy of Feminism	Unit I: Understand Feminism and Philosophy of Feminism Unit II: Determine the meanings of gender concepts Unit III: Determine the meaning and issues of gender inequality and violence against women in various forms Unit IV: Examine Patriarchy in context of Feminist Movement Unit V: Assess feminism with reference to both Indian and Western Feminist thinkers and activists
Political Science	PSCC6 Semester)	(4 th	Introduction to Public Administration	Unit V: Major Approaches in Public Administration (Feminist Perspectives)
Political Science	PSCC15 Semester)	(6 th	Feminism: Theory and Practice	Unit I: Concepts in Feminism Unit II: Approaches to the study of Feminism Unit III: Feminist Movements in the West Unit IV: Issues faced by women in India Unit V: Feminist Movements in Northeast India
Sociology	MINSOC6 Semester)	(6 th	Gender and Sexuality	Unit I: Gendering Sociology Unit II: Gender as a Social Construct

Department	Paper (Semester)	Code	Paper Title	Chapter Title
				Unit III: Gender: Differences and Inequalities Unit IV: Politics of Gender

6.2 Gender Specific Add-on Course

Sl. No.	Name of the Add-on Course	Duration	Objective	Female	Male
1	Beautician Course	6 months	To impart skills in beauty care and grooming, enabling self-employment and economic independence, especially for women.	40	0
2	Weaving Course	3 months	To train students in traditional handloom and weaving techniques, promoting women's livelihood and preservation of local textile crafts.	34	0
3	Performing Arts (Satriya Dance)	6 months	To train students in Satriya, the classical dance form of Assam, fostering cultural heritage, self-expression and confidence and providing avenues for performance and self-employment for students.	21	0

7. Infrastructure and Safety

Facility	Status (Yes / No)
Separate toilets for female students	Yes
Separate toilets for male students	Yes
Toilet for differently-abled students	No
Female staff washroom	Yes
Women's common room	Yes

Facility	Status (Yes / No)
Sanitary napkin vending machine	Yes
Sanitary napkin incinerator	Yes
Drinking water — accessibility for all genders	Yes
Women's hostel	Yes
Resident; woman warden	Yes
CCTV coverage of campus and hostel approach	Yes
Adequate lighting along internal pathways	Yes
Boundary wall and security at gate	Yes
Display of women's helpline (181) and ICC contact	Yes
Anti-ragging notices in prominent locations	Yes
Ramp and accessible infrastructure for PwD students	Yes

8. Institutional Mechanisms for Gender Equity

8.1 Anti Sexual Harassment Cell

- Latest reconstitution: 06.06.2019
- Primarily deals with the complains of the students, faculties and staff regarding sexual harassment inside the campus.
- Female members: 4 Male: 0

8.2 Women's Cell

- Latest reconstitution: 13.03.2024
- Activities organised in 2024–25:
Awareness Cum Sensitization Programme on the Topic “Girl Child and Any Physical Changes during Adolescence”

8.3 Grievance Redressal Cell

- Latest reconstitution: 06.06.2019

- Primarily deals with the complains of the students, faculties and staff regarding any grievance inside the campus.

Female members: 2

Male: 3

8.4 Anti-Ragging Committee

- Latest reconstitution: 06.06.2019
- Primarily deals with the complains of the students regarding ragging inside the campus.

Female members: 3

Male: 3

9. SWOC Analysis (Gender Dimension)

Strengths	Weaknesses
- Co-educational character since 1972 - Dedicated women's hostel within campus - Constituted ICC and Women's Cell - Engagement with Tribal Sub-Plan communities - Faculty engaged in gender-relevant research	- Limited disaggregated infrastructure - Gender content unevenly distributed across syllabi - Need for greater industry and community collaboration on gender issues - Limited financial resources for conducting large-scale gender-focused programmes.
Opportunities	Challenges
- FYUGP framework permits new value-added courses on gender - Scope for MoUs with women's-rights NGOs and the State Commission for Women - Use of digital tools for grievance reporting	- Socio-economic barriers in rural tribal and tea-garden community - Early marriage and migration affecting retention of female students - Limited budgetary head for gender-specific infrastructure

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