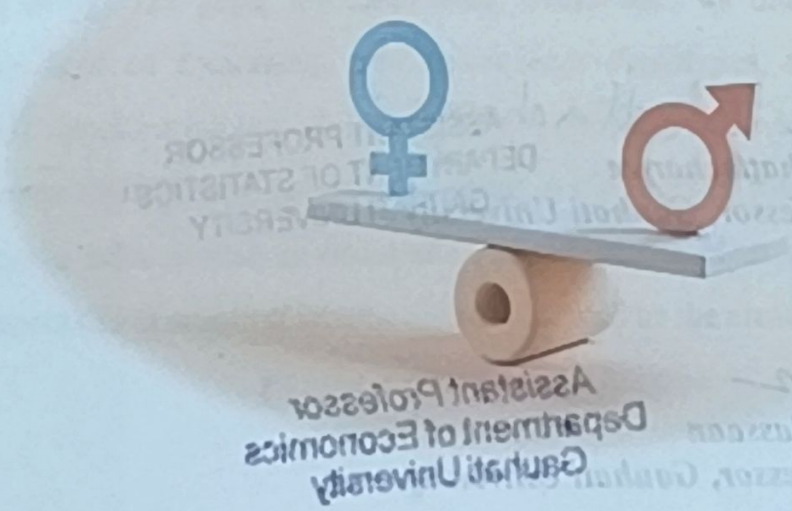
A GENDER AUDIT REPORT

Year: 2024-2025



PANDU COLLEGE
GUWAHATI-12

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Principal

Principal
PANDU COLLEGE, PANDU
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Preface

A "***Gender Audit***" is a systematic and participatory process of assessing whether an organization such as college or any other workplace is gender-sensitive and promotes equality and inclusivity in its policies, practices, programs and environment. It investigates how gender norms and inequalities affect opportunities, participation and treatment irrespective of all genders, including men, women and gender minorities. It is utilized to assess whether there is a gender balance in enrollment, staffing and leadership. It also evaluates whether policies and facilities support gender equality and identify the gaps in awareness and understanding of gender related issues. This audit is crucial for creating inclusive environments where each and everyone feels safe and valued. It helps to uncover the hidden biases, improve facilities and policies, enhances the institutional performances, and complies with legal and accreditation requirements. For educational institutions, this audit also fosters students' awareness of equality, break down stereotypes, and encourage diverse participation in all the activities. Through this audit, one can get an idea about the representation of all genders amongst the students, staff and as well as leadership. It also helps to identify whether there exists an equal opportunity in academics, sports and extracurricular activities. Through this process, the institution can identify the hidden inequalities, recognize its achievements, and develop concrete actions to bridge the gaps. By addressing issues such as unequal representation, inadequate facilities, lack of awareness, and entrenched stereotypes, the college not only improves its internal functioning but also sets an example for the wider community. The Gender Audit of Pandu College is a crucial milestone in the journey towards creating a truly inclusive and equitable educational environment. It provides a clear mirror reflecting the institutions achievements in promoting gender equality as well as the areas where improvement is needed.

Introduction of the Institution:

Pandu College established on 5th September, 1962 in the historic Pandu-Maligoan area of Guwahati city of Assam, is one of the prominent co-educational institutions devoted to providing quality higher education in the region. Affiliated with Gauhati University, the institution has evolved over six decades into a dynamic centre of learning, offering a diverse program from Higher Secondary in Arts, Science and Commerce to undergraduate and postgraduate degrees in various disciplines. Spread over a serene and accessible campus, it features spacious hostels for both boys and girls separately, a vast library with huge number of books, well equipped science and computer laboratories, gym and spaces for cultural and as well as extracurricular activities. The college also hosts an IGNOU study centre, promoting flexible learning opportunities, and its vibrant NSS, NCC, and Placement Cell actively engage students in community service and career building. Accredited with an "A" grade by NAAC, the college continues to nurture intellectual growth, ethical values, and leadership qualities in its students, making it a respected and sought-after institution in Assam and the entire north eastern region of India.



Gender Policy of Pandu College

Pandu College affirms its commitment to fostering and inclusive, equitable, and safe environment for all students, faculty, and staff regardless of their gender identity or expression. Recognizing that gender equality is a fundamental human right and crucial for the growth and development of individuals and institutions, the college adopts the following Gender Policy to guide its visions and actions:

Non-Discrimination: Pandu College is committed to upholding a strict policy against all forms of gender-based discrimination, ensuring an environment that is fair and inclusive for all individuals.

Equal Opportunities: We are dedicated to providing equal opportunities for personal and academic growth to individuals of all genders.

Freedom of Expression: We recognize and uphold the right of every individual, irrespective of gender, to freely express their opinions and perspectives within our college community.

Grievance Redressal: To ensure fairness and impartiality, we maintain a dedicated and confidential cell to promptly address any gender-related grievances that may arise.

Safety and Security: Pandu College places the utmost importance on the safety and security of all members of our community, implementing robust measures to create a secure campus environment.

Inclusivity and Sensitization: We actively promote gender inclusivity and awareness throughout our institution, striving to cultivate a culture of mutual respect and understanding among all members of our diverse community.

Objectives of Gender Audit

The aim of this Audit is to investigate the gender balance within the institution and assess its adherence to government regulations, policies, and initiatives aimed at uplifting female members of the college community. This audit seeks to analyse the effects of existing and prospective policies on gender equality. By conducting this gender audit, the college aims to identify areas where adjustments in public policy can be made to promote greater gender equality within its framework.

The Gender Audit is undertaken with the following objectives:

- *Identify areas within the college where gender imbalance exists.*
- *Investigate the probable reasons for gender inequality within the college.*
- *Promote a balanced representation of genders in decision-making processes across all facets of college activities.*
- *Propose measures to bridge the gender gap and promote greater equity.*
- *Foster an environment of gender equality across all aspects of the college community.*

Methodology:

The methodology of Gender Audit is participatory and evidence-based. It involves collecting and analyzing qualitative and quantitative data to assess the level of gender sensitivity, inclusivity and equality in the institution. It is believed that these findings will highlight strengths and gaps, and lead to recommendations and an action plan for improvement. The statistical data presented in this report for the last year (i.e. 2024-25) draws from numerical records maintained by the administrative branch and different Cells constituted for various College activities over time. In addition to these secondary data sources, the audit also employed a survey method to gather primary data on gender-related aspects. Feedback was collected from students using structured questionnaires which is distributed via Google Forms, ensuring wider participation and capturing diverse perspectives on gender sensitivity, inclusivity, and equality within the institution. The following statistical data which are collected from the administrative branch and various Cells of the college are presented in the following tables and diagrams:

Table 1: Gender-wise details of Undergraduate student's enrolment in the College according to various streams.

Streams	Male	Female	Total
Arts	421	953	1374
Science	295	577	872
Commerce	250	103	353
Bio-technology	33	24	57
BCA	79	17	96

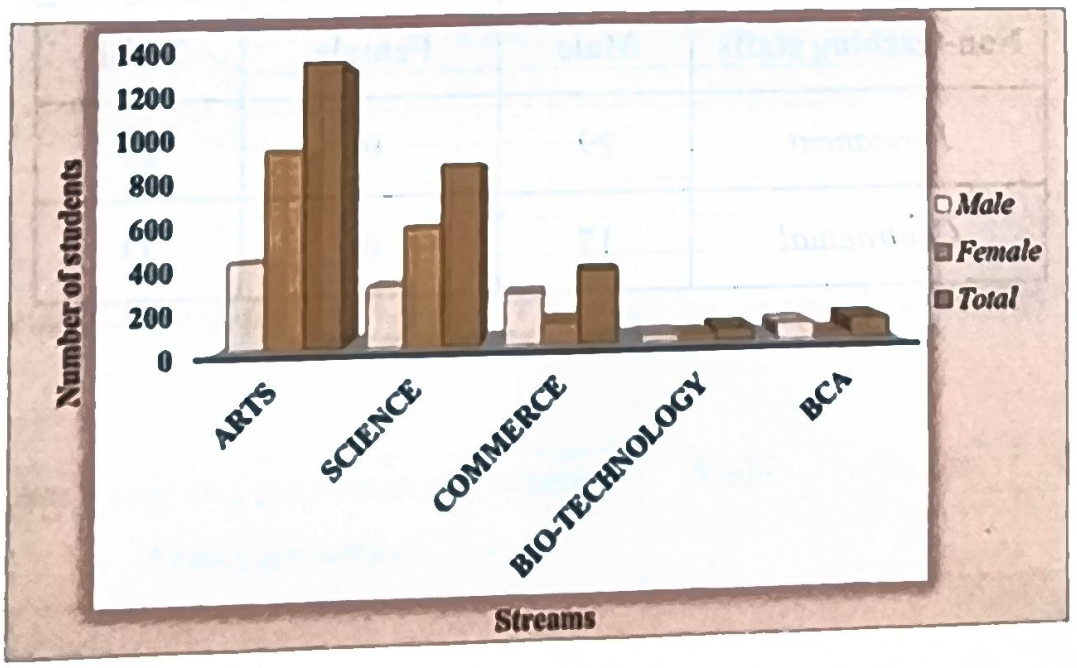


Table 2: Gender-wise details of total teaching faculties in the College.

Teaching staffs	Male	Female	Total
Permanent	29	38	67
Contractual	11	32	43

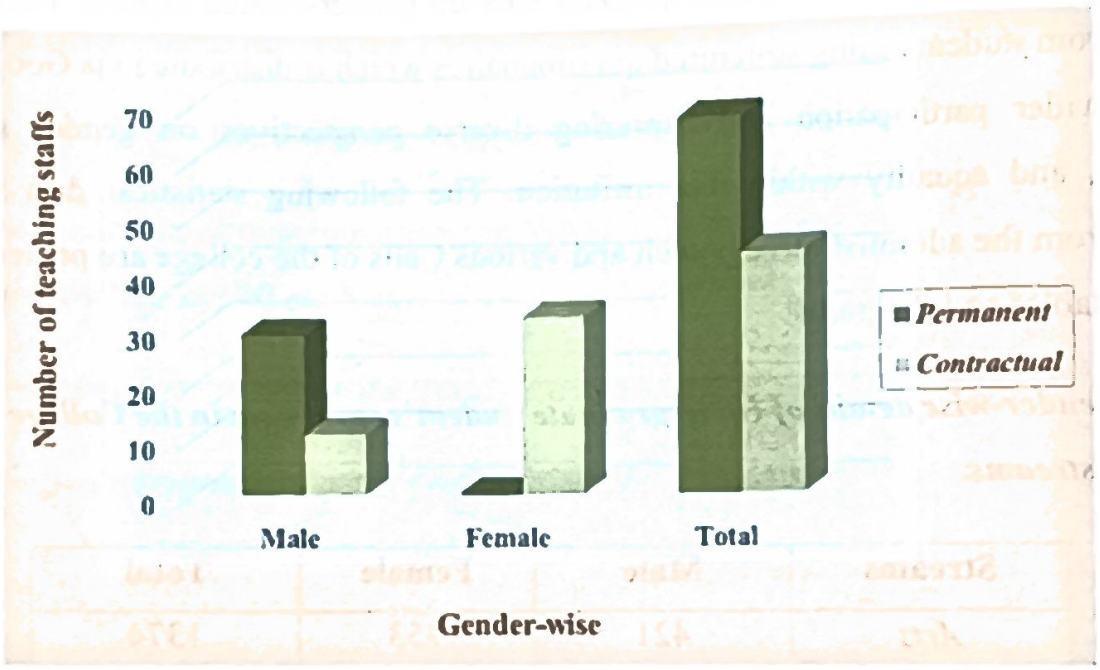


Table3: Gender-wise details of total non-teaching facilities in the College.

Non-teaching staffs	Male	Female	Total
Permanent	29	0	29
Contractual	17	6	23

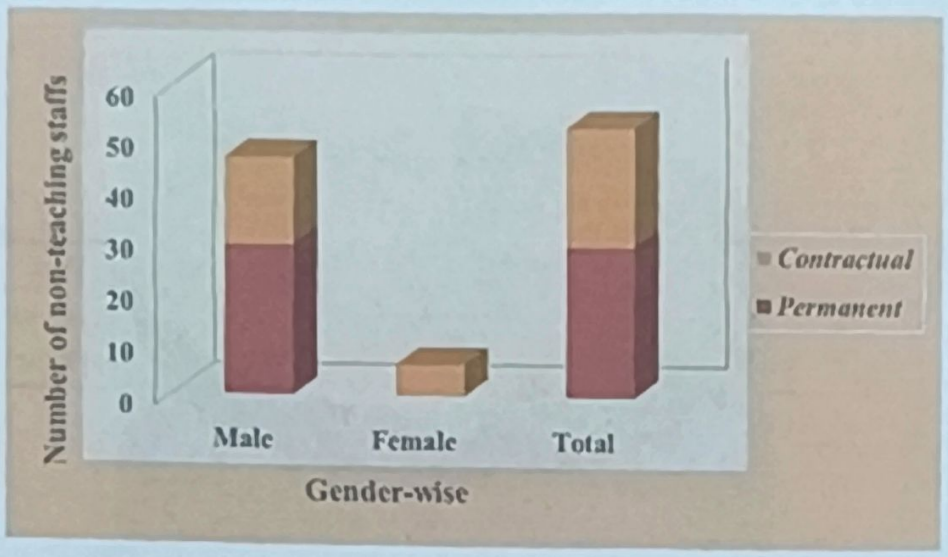


Table 4: Gender-wise details of teacher's role as HOD in the institution.

Teacher's role as HOD	Male	Female	Total
	11	10	21

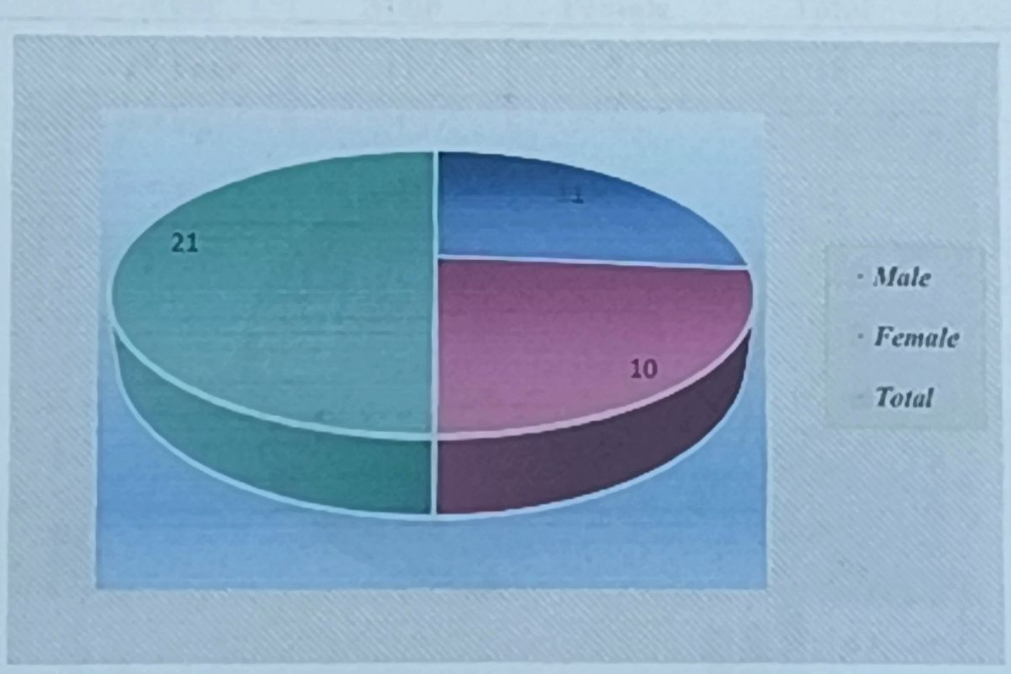


Table 5: Gender-wise details of teacher Co-ordinator engaged in various Cells of the institution

Teacher's role as Co-ordinator in various Cells/Committee	Male	Female	Total
	27	22	49

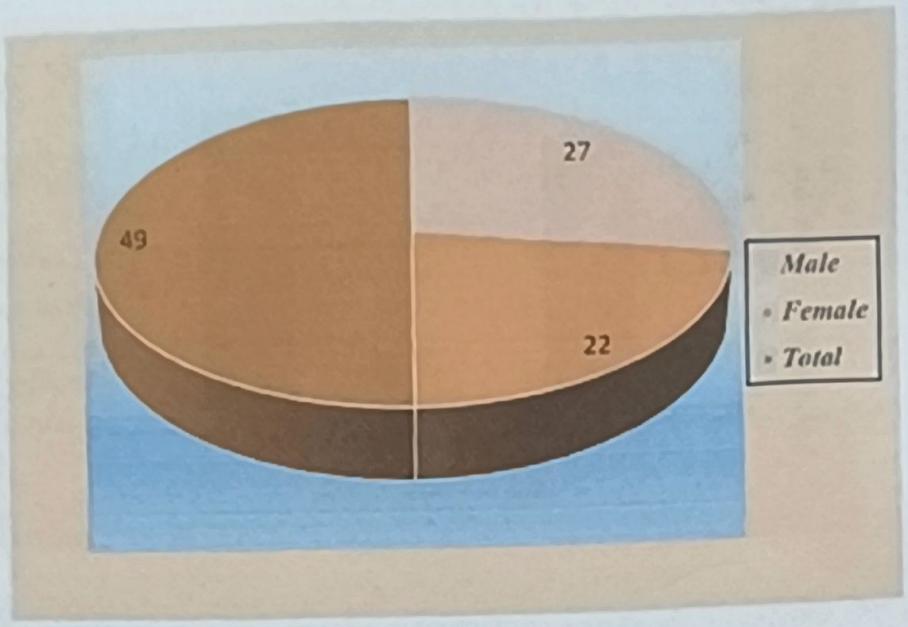


Table 6: Gender-wise details of library staff in the institution.

Number of library staff in the institution	**Male**	**Female**	**Total**
	4	0	4

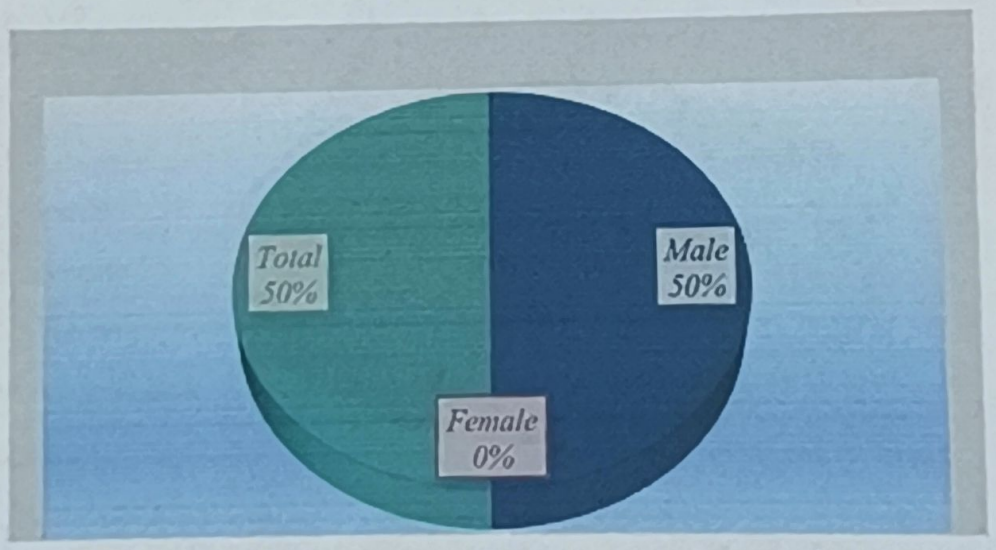


Table 7: Gender-wise details of students engaged in NCC.

Year	**Male**	**Female**	**Total**
1st Year	7	9	16
2nd Year	8	10	18
3rd Year	11	7	18
Total	28	24	52

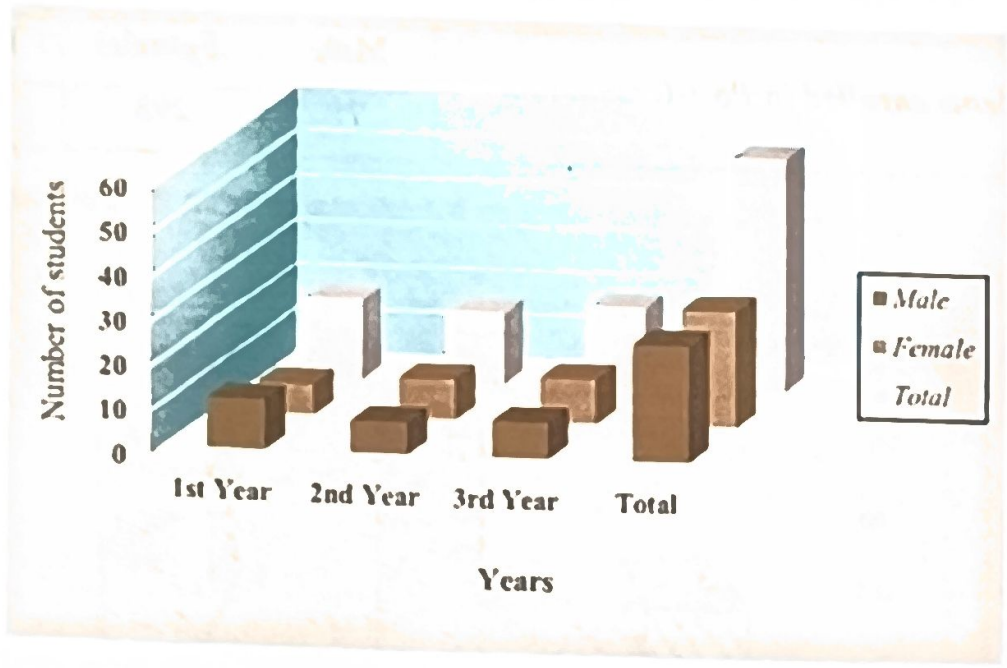


Table 8: Gender-wise details of students engaged in NSS.

Year	Male	Female	Total
1st Year	11	7	18
2nd Year	7	9	16
3rd Year	8	10	18
Total	26	26	52

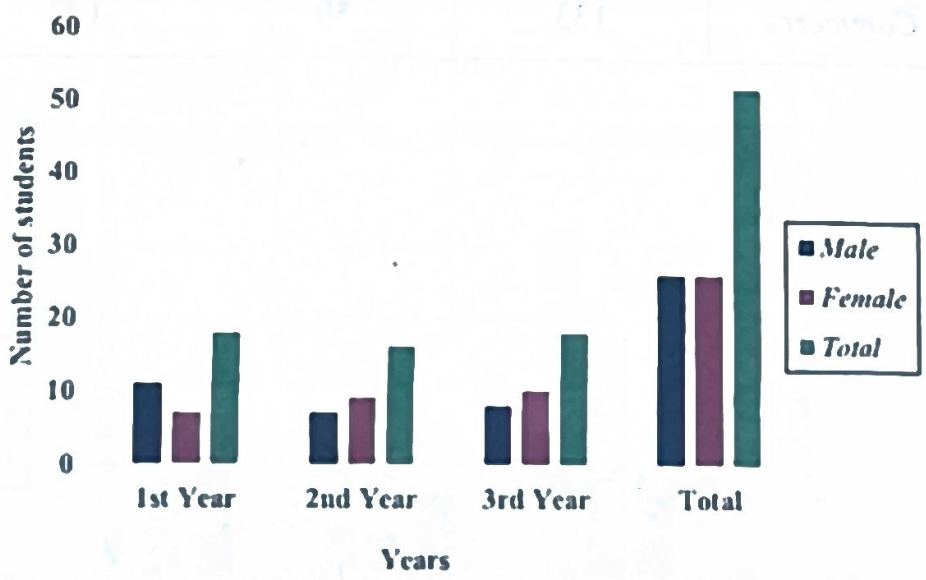


Table 9: Gender-wise details of students enrolled for Post-Graduation

	Male	Female	Total
Students enrolled in Post-Graduation	71	298	369

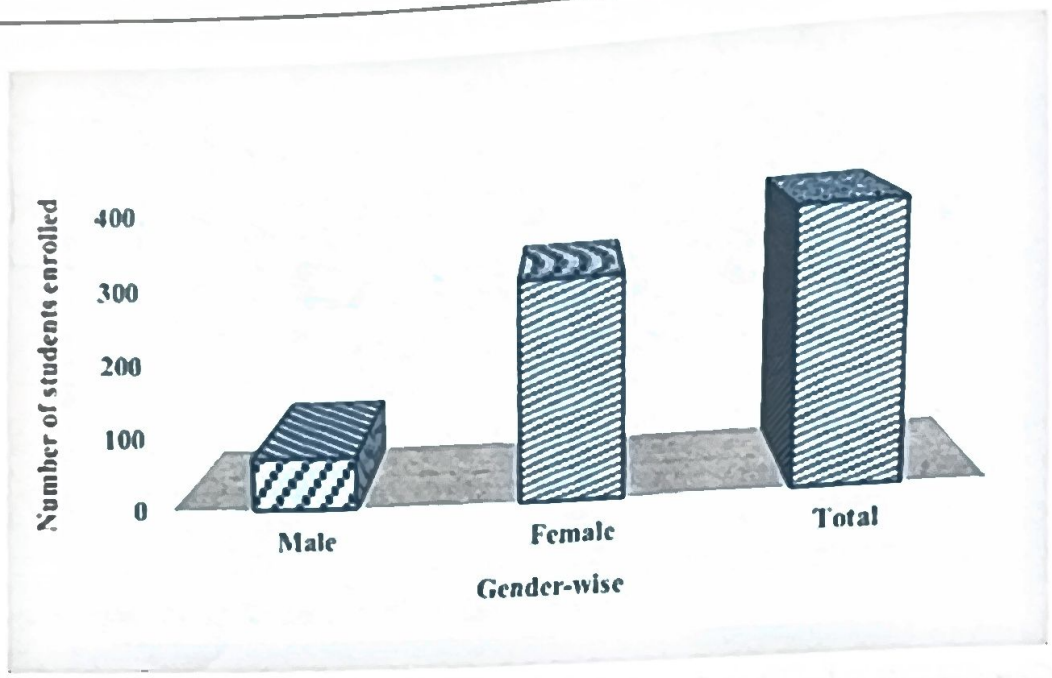
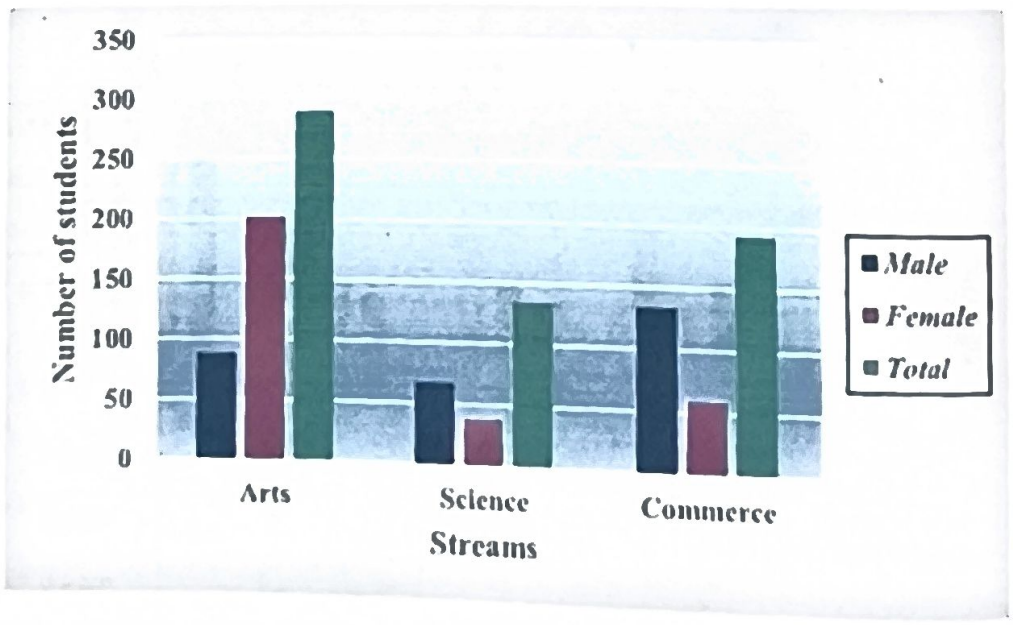


Table 10: Gender-wise details of Higher Secondary student's enrolment in the College according to various streams.

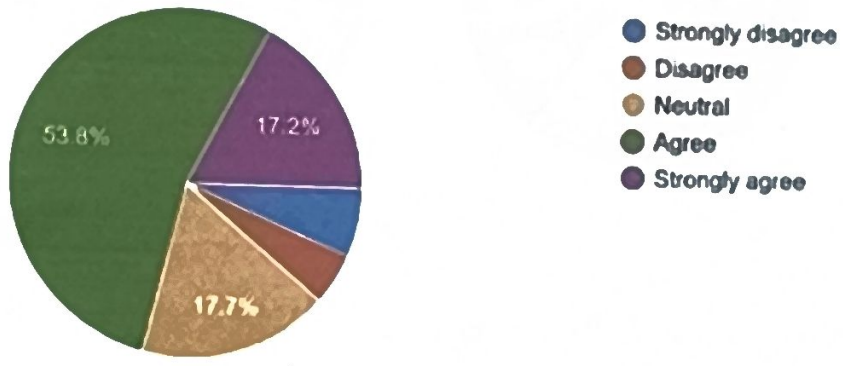
Streams	Male	Female	Total
Arts	88	201	289
Science	67	38	105
Commerce	133	59	192



Summary of Google forms

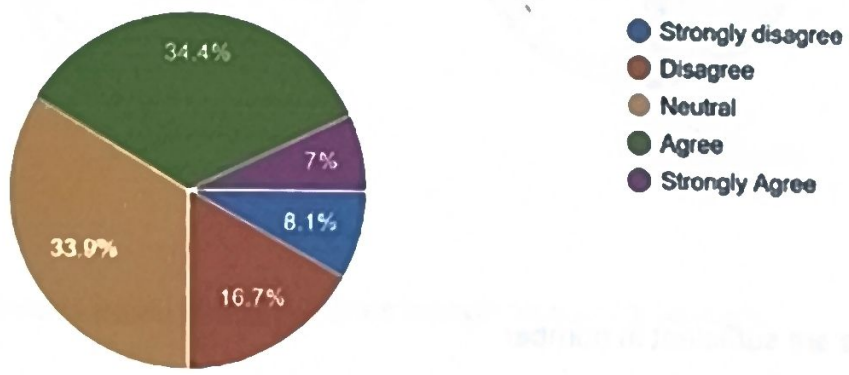
1. The College follows gender equality in all aspects.

186 responses



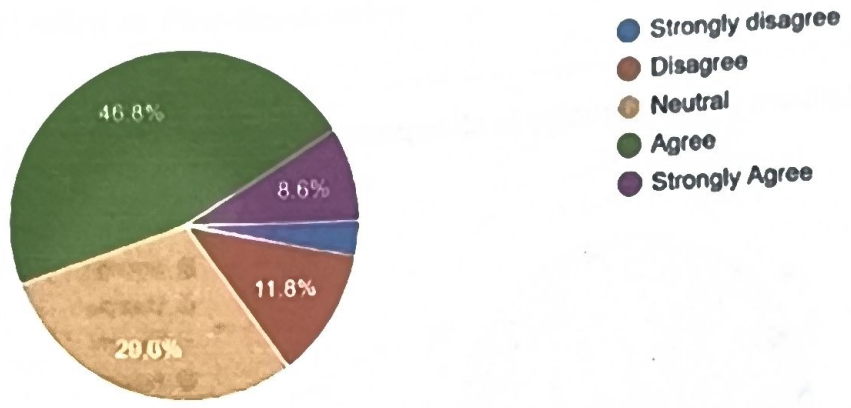
2. The institution provides health care facilities like First Aid Assistance, Sanitary Napkins etc., if required.

186 responses



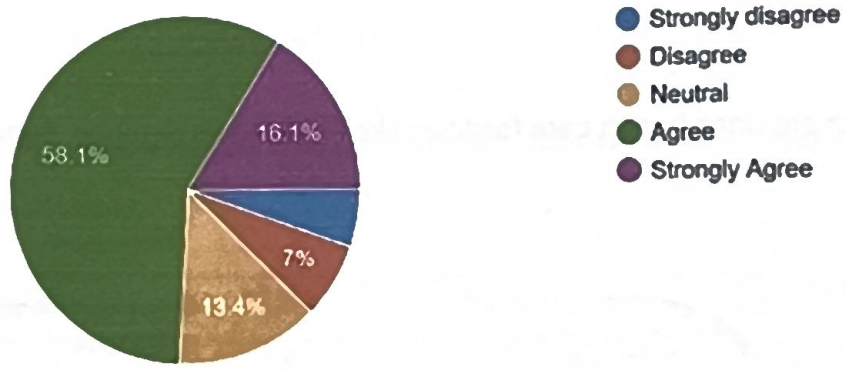
3. The institution ensures safety for students inside and outside of the campus.

186 responses



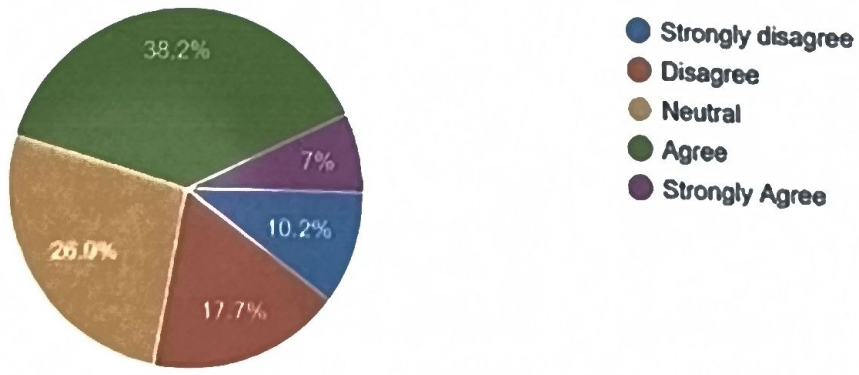
4. Classroom provides equal opportunities for all.

186 responses



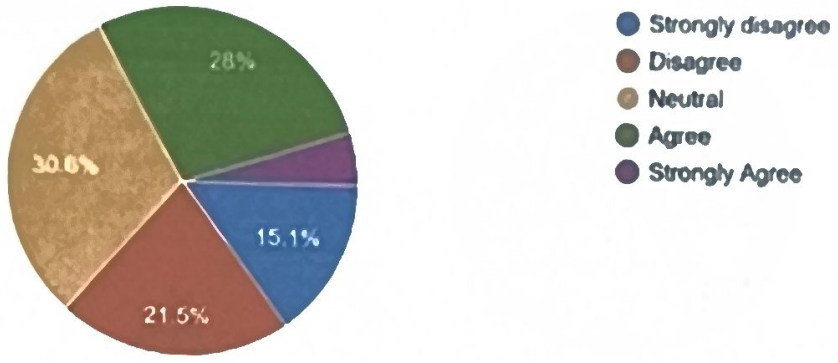
5. Toilet for girls are sufficient in number.

186 responses



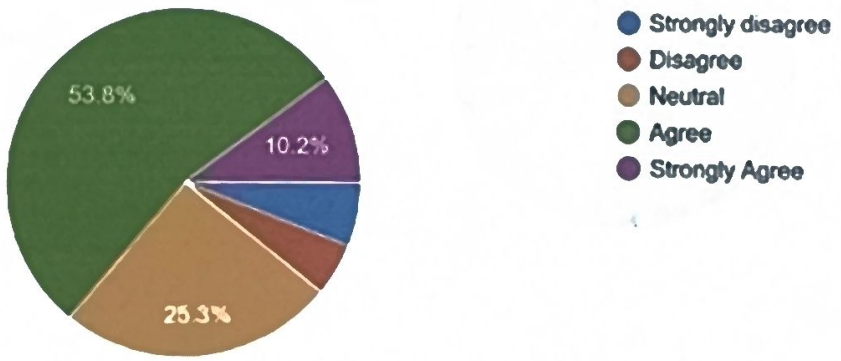
6. Proper cleanliness is maintained in the girl's toilets

186 responses



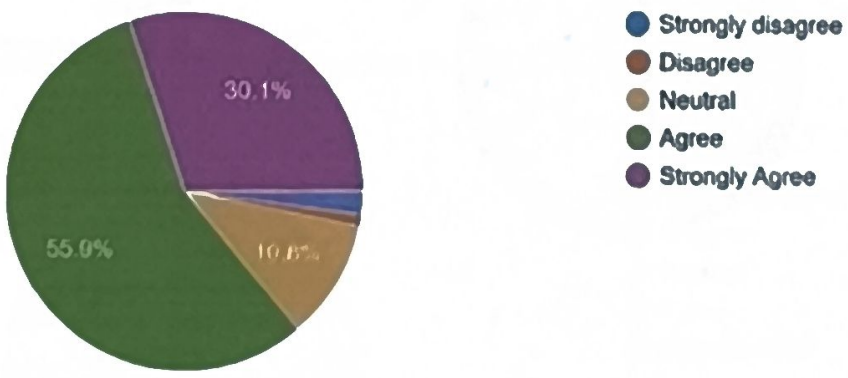
7. The institution has adequate electrification facilities in the classroom , corridors and girls common room.

186 responses



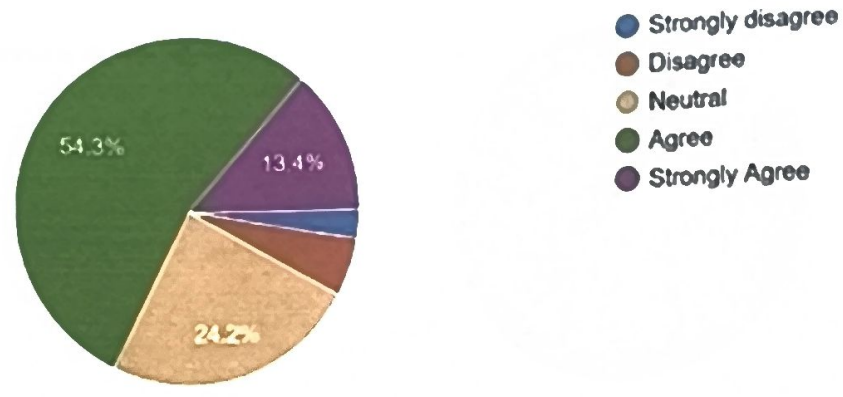
8. The College provides equal library facilities irrespective of all genders.

186 responses



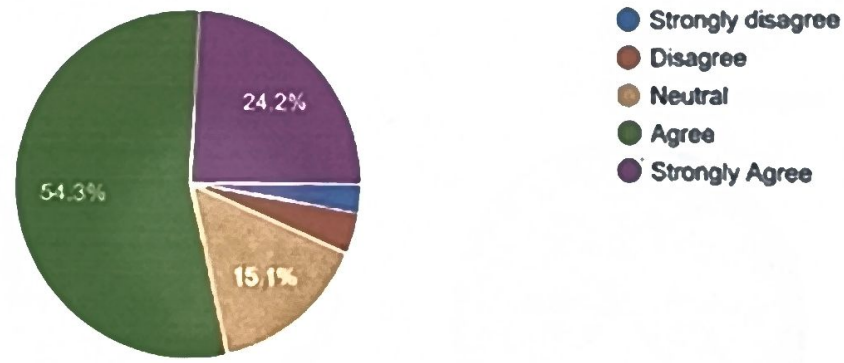
9. The institution organizes Gender Awareness Programme.

186 responses



10. Both male and female students have equal right of participation in Student Union Body.

186 responses



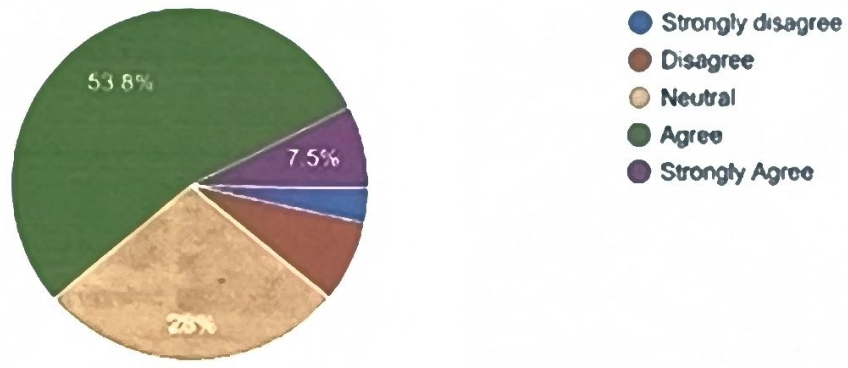
11. The College provides sports facilities for everyone.

186 responses



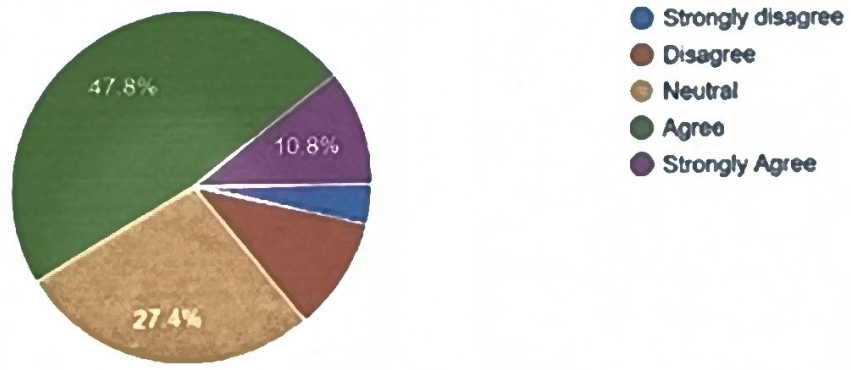
12. Adequate lighting is available inside the campus during night.

186 responses



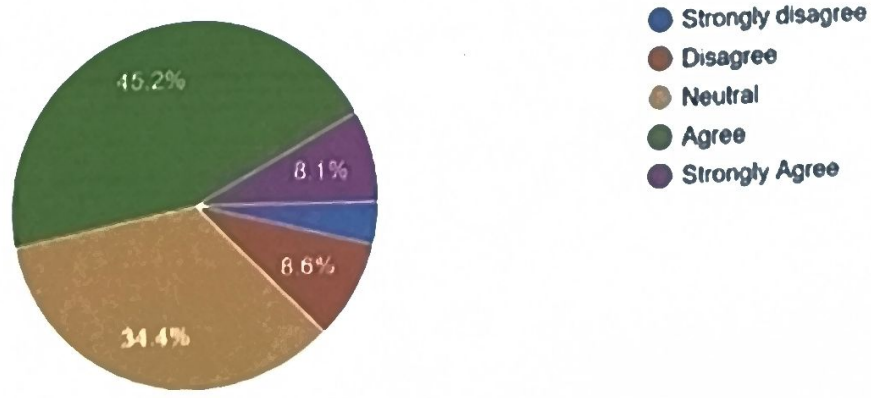
13. A Women Cell is set up in the institution and students are aware of it.

186 responses



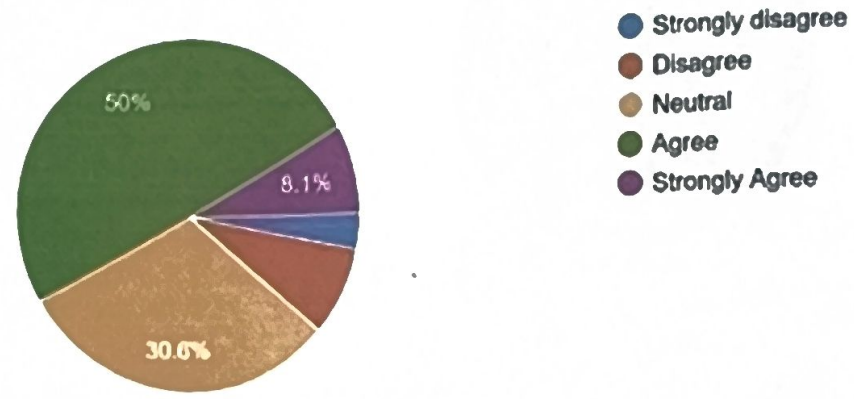
14. The College conducts Gender Sensitization Programme.

186 responses

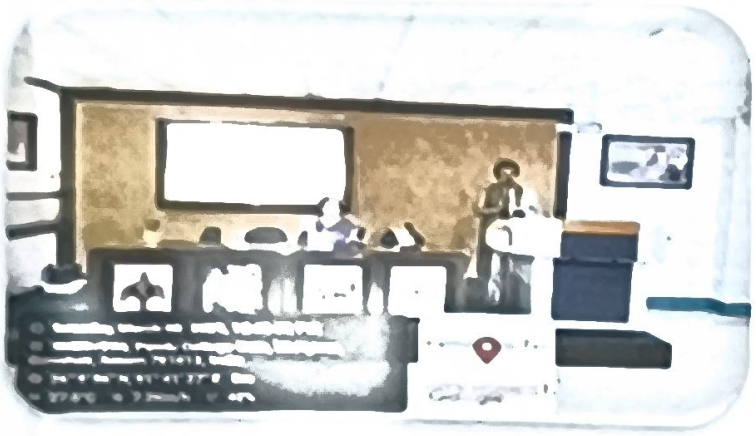


15. Adequate security arrangements have been made in the campus and common areas during day and night.

186 responses



Events at a Glance



International Women's Day Celebration on 08/03/2025



Sanitization programme on LGBTQ: Street Play on theme Wings to Fly on 08/03/2025



Massive Sensitisation programme on Gender equality on 06/03/2025



All Assam Inter College essay Competition on Women Empowerment through Entrepreneurship on 08/03/2025

Conclusion:

The Gender Audit organized at Pandu College emphasized valuable insights into the commitment of the institution towards gender inclusion and equity. The audit highlighted that the institution has made significant progress in creating an environment which promotes equal opportunities for all genders, both in academic and as well as administrative spheres. Faculty, staff and students expressed awareness towards gender-related issues, and initiatives like sensitization programs on gender issues, women's grievance redressal mechanisms, and representation of women in decision-making bodies reflect positive steps towards inclusivity. Additionally, the infrastructure of the college has shown improvement with facilities like separate hostel facilities for girls, accessible restrooms, and safety measures on campus. Overall, this audit concludes that while the college is moving in the right direction towards achieving gender equity, sustained efforts, policy implementation, and regular monitoring are essential in order to strengthen the progress and ensure a truly inclusive academic environment for everyone.

Recommendations:

1. Reinforce more gender sensitization programs by organizing regular workshops, seminars and awareness campaigns for the students to challenge gender stereotypes and promote inclusivity.
2. Inspire greater participation of women in leadership roles, committees and as well as student bodies to ensure diverse perspectives in governance.
3. Provide mentorship, skill development, and networking opportunities targeted at empowering students to achieve their academic and professional goals.