

GENDER AUDIT REPORT
2022-23 TO 2025-26
BAPUJEE COLLEGE, SARUKSHETRI



Prepared by
Internal Gender Audit Committee
BAPUJEE COLLEGE, SARUKSHETRI



From the Desk of the Hon'ble Principal

Gender audit is considered as crucial for a higher educational institution basically to identify and address the gender imbalances and to ensure fair policies and practices for the Institution as well as for the nation. To create a more equitable and inclusive workplace as well as to enhance employee morale and productivity, the analysis of gender dynamics within an organization's structure, processes, and culture can reveal the areas needing improvement and can help to implement gender equality strategies.

Gender audit acts as a tool for institutional self-assessment to ensure fair treatment and equal resources for all students and staff. It can pinpoint the areas of imbalances where women and men are not represented equally or where there are disparities in opportunities, pay, or promotion.

Bapujee College, Sarukshetri commits to ensure equal opportunity for all without discrimination. Our College has been emphasizing on gender inclusive development and to provide facilities and services to female students, faculty and staff. Women Study and Research Cell of Bapujee College, Sarukshetri organizes events to empower and enlighten the female staff and students. Female participation in various cells and committees like NSS, Students' Union and others are also ensured.

To empower female students by building confidence, self-reliance, physical fitness the college has established an NCC Unit under 60 Assam Girls Bn NCC. The cadets are also taught leadership skills and social responsibility to become capable and responsible citizens. Besides, college has Grievance Redressal Cell, Internal Complaints Committee with committed members with deep concern for gender justice and rights. As part of our commitment to foster an environment that respects and values diversity, inclusivity, and equity, I am pleased to announce the completion of our Gender Audit Report. This comprehensive report provides valuable insights into the current state of gender dynamics within our academic and administrative structures. The Gender Audit Report will serve as a roadmap for our future initiatives, guiding us towards creating a more inclusive and supportive environment for all members of our College.



Dr Khagen Das
Principal

Bapujee College, Sarukshetri

Principal
Bapujee College, Sarukshetri
Sarthebari

**Members of the Internal Gender Audit Committee
Bapujee College, Sarukshetri**

1. Dr Gitanjalee Bhuyan, Chairperson



2. Dr Dimpi Rani Barman, Convenor



3. Dr. Mintu Devi, Member



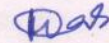
4. Sabita Kalita, Member



5. Dr Bijoylakshmi Deka, Member



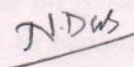
6. Malamani Das, Member



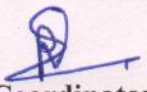
7. Priyanka Bhuyan, Member



8. Dr Namita Das, Member



9. Shantipriya Gogoi, Member



Coordinator
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Dr Ratul Das

**IQAC COORDINATOR
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P.O - SARTHEBARI**



Principal

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Introduction

As an outcome of decade-long popular desire and relentless effort of the local people, Bapujee College, Sarukshetri was established in 1970 at the village- Barshala Bilar Pathar under Sarthebari Revenue Circle, Barpeta, Assam as an institute of general higher education. Since its inception, Bapujee College, Sarukshetri recognizes the need for and importance of fostering a gender equal and just academic space for its members including students, faculty members as well the non- teaching staff. The College in its everyday working tries to ensure that ideas of gender equality are put into practice. The idea is not only to ensure equality in terms of numbers but also to provide fertile ground for the intellectual, physical, emotional development of students from all genders. This commitment to fostering and promoting gender equality reflected in the significant achievements that female students have made within the domain of sports, culture and academics.

The gender audit is a method for gender mainstreaming, Gender audits help institutions to identify and understand gender patterns within their composition, structures, processes, work and organizational culture and management, and in the design and delivery of policies and services. It is an attempt to study whether an Institution of Higher Education has a good gender balance. It tries to see whether the college follows government rules, policies and actions formulated for upgradation of women in society and also tries to assess the impact of its current and proposed policies on gender equality. The purpose of a gender audit is two-fold-one to assess whether the institution recognizes and addresses women's voices and concerns and, two, to increase women's awareness about their rights and claims and also their access to resources and opportunities.

Objectives:

The Gender audit of Bapujee College, Sarukshetri has the following objectives.

- To find out the areas where gender balance exists and where it does not.
- To find out and examine College policies/rules/action towards the need and interest of both males and females.
- Suggest measures for bridging the gender gap.
- Foster gender equity in all aspects of College life and throughout the College Community.
- To see the capacity and work for the prevention of sexual harassment at the College.
- To take active steps to establish good gender balance in all areas of College activities.

In the following sections, a detailed reporting of the same has been done. The different departments of the college have a significant presence of female students, faculty, and nonteaching staff members and in the present days the college is working towards ensuring gender development and equality in the campus.

Gender Policy of Bapujee College, Sarukshetri

Gender Policy of Bapujee College, Sarukshetri always believes the statement made by Gloria Steinem

"A gender-equal society would be one where the word 'gender' does not exist."

Gender is a concept that is used in numerous ways to practice discrimination, oppression and repression in the public and the private sphere, at home, and the world; and ultimately curtail freedom and equal opportunities to human beings based on their gender. The need of the hour is to end discrimination on the basis of gender, to ensure equality for all, and bring about a radical change in our society. To that end, gender sensitization is an endeavor that all concerned must strive towards with complete sincerity, with all tools and means available. Bapujee College, Sarukshetri is sincerely committed towards achieving gender equity as a step towards a more egalitarian society. This Gender Policy of Bapujee College, Sarukshetri will govern the Authority, teaching faculty, non-teaching staff and students.

Goal

Bapujee College, Sarukshetri will strive to create a gender sensitive and conducive working environment, ensure fairness and equity, and promote equality among all human beings within its jurisdiction.

Principles

- Discrimination or inequity based on gender, sexual orientation, difference of ability, ethnicity, class, caste, or religious affiliation is never acceptable within any of the policies, initiatives, and activities of Bapujee College, Sarukshetri.
- The promotion of gender equity is an integral part of Bapujee College, Sarukshetri programmes and projects.
- Sexual or gender-based violence or harassment of any kind will not be tolerated in the College campus.

Objectives of Gender Policy:

- To promote equal opportunities for all and to create a gender-sensitive working environment at the workplace.

- To combat and stop the presence of any form of discrimination or inequity on gender, sexual orientation, difference of ability, ethnicity, class, caste, or religious affiliation.
- To promote equal participation of women in all activities of Bapujee College, Sarukshetri as decision makers in the development of the college.
- To engage in programmes and initiatives to reduce gender inequalities in access to and control over the resources of Bapujee College, Sarukshetri.
- To ensure increased enrolment of women in the College.
- To improve the quality of education to facilitate life-long learning as well as development of occupational, vocational and technical skills in women students.

Implementation:

To achieve the above-mentioned goal and objectives, Bapujee College, Sarukshetri takes the following decisions for the implementation of the policy:

- Language used (spoken and written) will be gender-neutral and respectful.
 - Gender equity will be maintained explicitly in all the decisions concerning the College programmes, projects, awards, and other initiatives.
 - The College will ensure equitable representation and participation of men and women in all the committees and Cells of the College.
 - Training for gender equity will be provided to the student representatives, faculty Members and staff.
 - Gender sensitization programmes will be made available to all the students, teaching and non-teaching staff at regular intervals.
 - The College will ensure equal opportunities to female staff, safe working conditions, promotion benefits and training for personal growth.
 - The College will ensure gender friendly facilities in the College.
 - Gender Audit will be conducted in all the administrative sections and academic departments at regular intervals.
 - An Internal Committee will be there to investigate all the complaints of sexual harassment. Any complaint of gender-based discrimination shall be addressed to the Chairman of the Internal Committee.
 - Information regarding the Internal Committee and its functions shall be given to all in order to deter and prevent sexual harassment.
 - Appropriate working conditions shall be provided in terms of leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplace and no woman employee will have any reasonable grounds to believe that she is disadvantaged.

Gender-wise Student Composition

Bapujee College, Sarukshetri has a special focus in promoting women's/girls' education. Keeping this objective in mind every year the College has prioritized admission of female students.

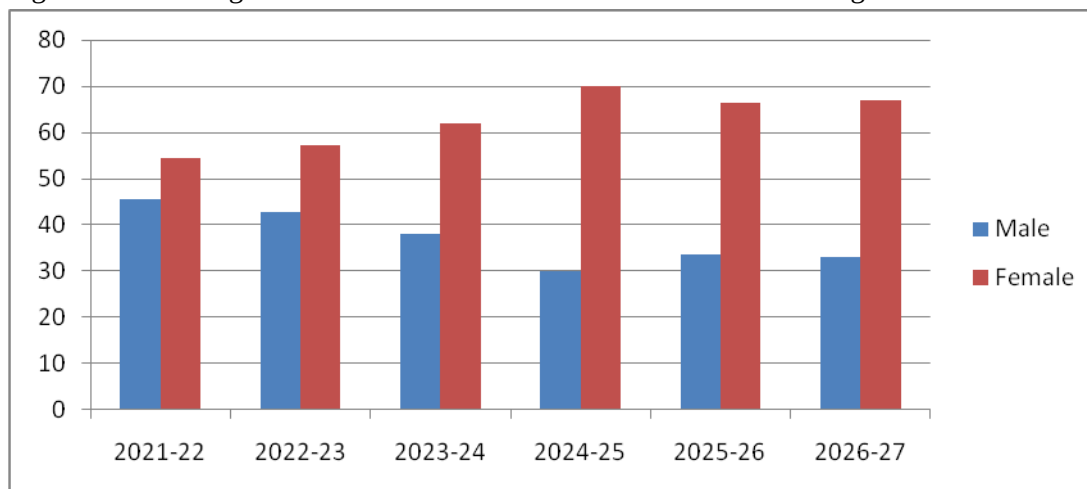
Table1: Students Enrollment

	2021-22			2022-23			2023-24			2024-25			2025-26			2026-27			7th
	1 st / 2 nd	3 rd /4 th	5 th / 6 th	1 st / 2 nd	3 rd /4 th	5 th / 6 th	1 st / 2 nd	3 rd /4 th	5 th / 6 th	1 st / 2 nd	3 rd /4 th	5 th / 6 th	1 st / 2 nd	3 rd /4 th	5 th / 6 th	1 st / 2 nd	3 rd /4 th	5 th / 6 th	
Male	221	87	77	125	113	87	135	91	83	55	56	74	124	64	43	161	59	45	03
Female	205	146	108	195	135	107	232	132	140	191	134	106	210	127	117	240	169	112	22
Total	426	233	185	320	248	194	367	223	223	246	190	180	334	191	160	401	228	157	25
	844			762			813			616			685			811			

Table 2: Percentage of Male and Female students enrolled in the College.

Session	Total			Percentage	
	Male	Female	Total	Male	Female
2021-22	385	459	844	45.61	54.39
2022-23	325	437	762	42.65	57.35
2023-24	309	504	813	38.00	62.00
2024-25	185	431	616	30.03	69.97
2025-26	231	454	685	33.72	66.28
2026-27	268	543	811	33.04	66.96

Figure. 1: Percentage of Male and Female students enrolled in the College



Gender-Wise Faculty Composition

The number of women within the teaching faculty is steadily increasing at the College. At present there are a total of 09 permanent female teachers as compared to a total of 15 male teachers (Table 2.1). In terms of percentage, the female teachers comprise 37.5 as compared with 62.5 percent male teachers.

Table 3: Faculty Composition:

	Male	Female	Total
Associate Professor	04	01	05
Assistant Professor	11	08	19
Total	15	09	24

Table 4: Designation-wise gender composition of Faculty members

Designation	Male	Female
Associate Professor	80.0%	20.0%
Assistant Professor	57.90	42.10

Figure 2: Gender wise composition of Associate Professor

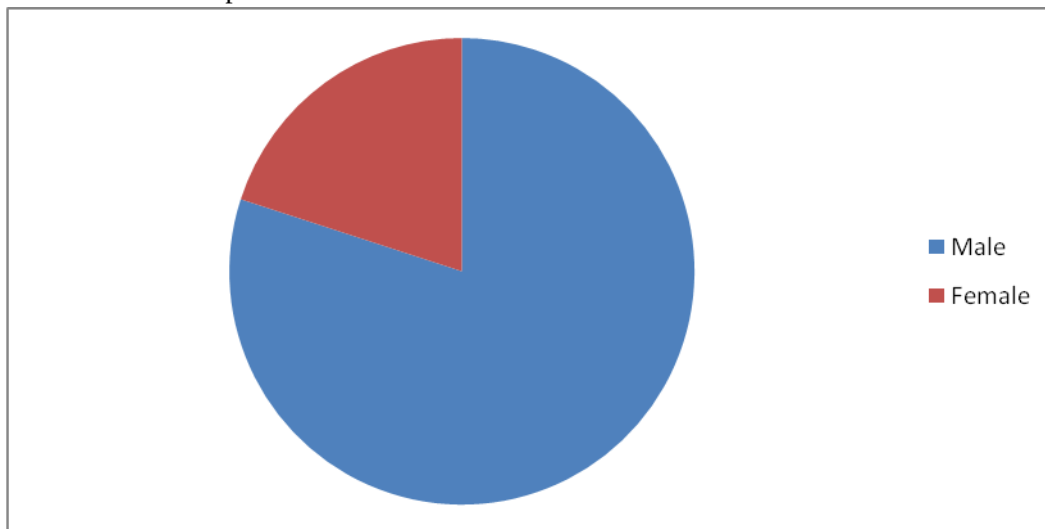
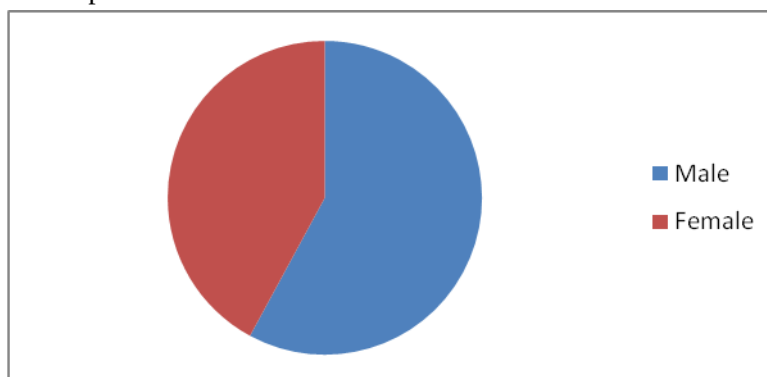


Figure 3: Gender wise composition of Assistant Professor



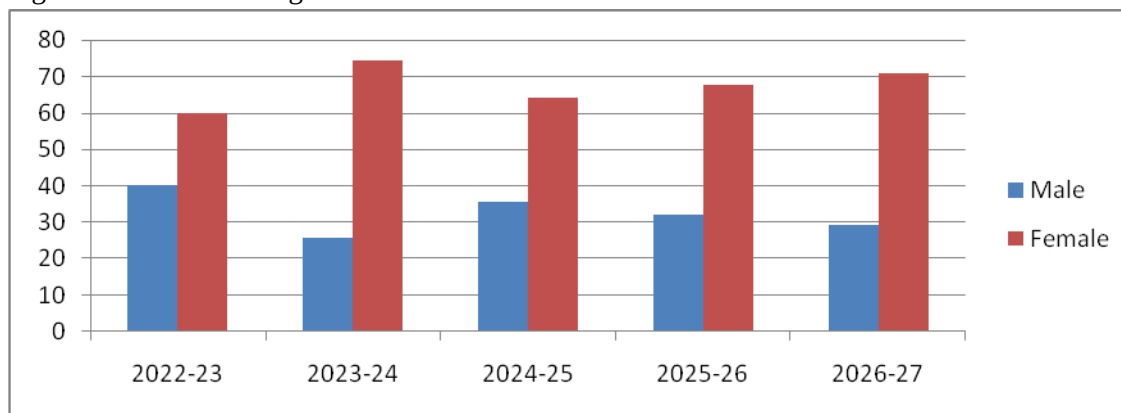
Academic Achievements of Female Students

In the past year we have witnessed the academic growth and excellence achieved by the female students at the College. The academic performance of female students reflects the goals of Bapujee College, Sarukshetri for gender equality. The table 5.1 reflects that in case of pass percentage, female has been able to maintain consistency in the last few years as compared to gradual decline of male's pass percentage.

Table: 5: Pass Percentage of students at UG Level Examination.

Year	Total number of students appeared in UG Final Exam			Total number of students passed in UG Final Exam			Pass % of students	
	Male	Female	Total	Male	Female	Total	Male	Female
2022-23	63	88	151	39	58	97	40.20	59.80
2023-24	62	133	195	34	99	133	25.56	74.44
2024-25	82	140	222	25	45	70	35.71	64.29
2025-26	85	106	191	37	78	115	32.17	67.83
2026-27	36	119	155	16	39	55	29.09	70.91

Figure. 4: Pass Percentage of Students UG Level Examination



Achievement/ Participation of Female Students at the events organized by the College

Table: 7: Participation of Female Students

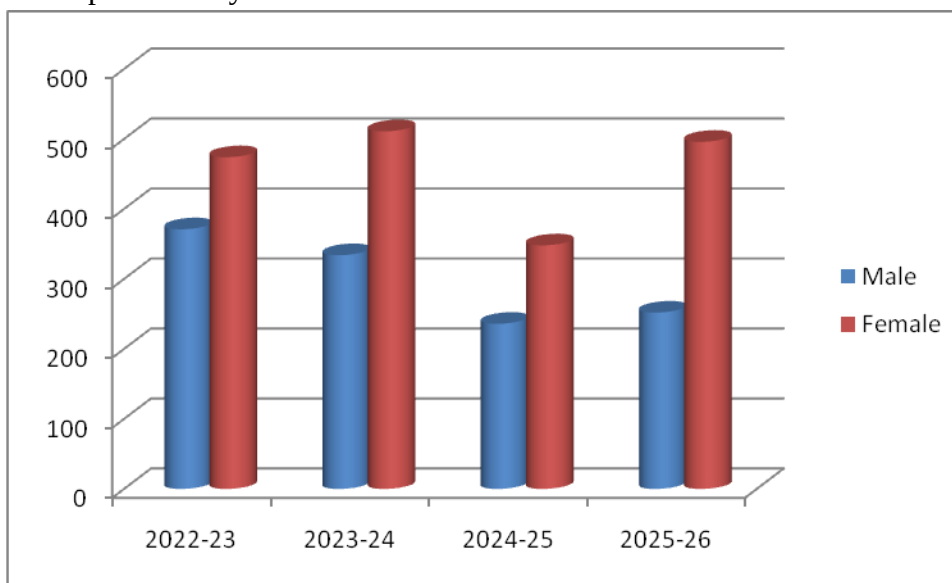
Year	SPORTS		Cultural		Award	
	Male	Female	Male	Female	Male	Female
2022-23	41	38	11	22		8
2023-24	36	44	8	12	1	8
2024-25	42	46	28	33	4	4
2025-26	49	43	10	27		7

Scholarship Availed by Female Students

Table: 6: Scholarship availed by students

Year	NSP (SC/ST/OBC/ MOBC/Ishan Uday)		Fee Waived		MMNB A	MMNM A	Total	
	Male	Female	Male	Female			Male	Female
2022-23	37	49	334	425			371	474
2023-24	14	23	320	488			334	511
2024-25	25	38	211	310	148		236	348
2025-26	16	60	236	436	398	31	252	496

Fig. 5. Scholarship availed by students



Academic Achievement of Female Faculty

The female faculties of Bapujee College, Sarukshetri have been witnessing positive trend in respect of their publications as is evident from the following table.

Table 6: Publications of Female Faculties

Year	Total Female Ph. D holders	Book/ Chapter Publications	Journal/ Research Paper Publications by Female Faculty
2022	4	3	1
2023	4	4	2
2024	4	2	1
2025	5	1	2
2026	5	3	2

Administrative Positions held by Women

Some of the key administrative positions of Bapujee College, Sarukshetri are held by women. Women are also members of some of the important administrative, cultural, and other co-curricular committees. In addition to this, women hold some of the important administrative positions in the college, which are as follows:

Table: 8: Involvement of Women Faculties

Sl No.	Number of Women	Name	Designation
Academic Committee	2	Dr. Gitanjali Bhuyan	Member
		Dr. Namita Das	Member
Head of Department	2	Dr. Gitanjali Bhuyan	HoD
		Dr. Namita Das	HoD
IQAC	1	Dr. Gitanjali Bhuyan	Member
Grievance Redressal Cell	3	Dr. Gitanjali Bhuyan	Coordinator
		Mrs Malamani Das	Member
		Miss Shantipriya Gogoi	Member
Anti Ragging Cell	1	Mrs Punya Chirang	Member
Internal Complaint Committee	3	Dr. Gitanjali Bhuyan	Presiding Officer
		Mrs Malamani Das	Member
		Mrs Punya Chirang	Member
Students' Union	5	Mrs Sabita Kalita	In-charge of Cultural Secy
		Dr. Bijaylakshmi Deka	In-charge of Girl's Common Room Secy
		Mrs Malamani Das	In-charge of Magazine Secy
		Mrs Priyanka Bhuyan	In-charge of Debate & Symposium Secy

		Miss Shantipriya Gogoi	In-charge of Social Service
Cultural Club	4	Dr. Gitanjali Bhuyan	President
		Mrs Sabita Kalita	Member
		Dr. Namita Das	Member
		Miss Shantipriya Gogoi	Member
Disaster Risk Reduction Cell	1	Miss Shantipriya Gogoi	Nodal Officer
Literary Club	2	Mrs Priyanka Bhuyan	Coordinator
		Dr. Namita Das	Member
NCC	1	Miss Shantipriya Gogoi	ANO
Research and Development Cell	5	Dr. Gitanjali Bhuyan	Member
		Dr. Mintu Devi	Member
		Dr. Namita Das	Member
		Dr. Bijaylakshmi Deka	Member
		Dr. Dimpi Rani Barman	Member
Career Counselling Cell	3	Dr. Gitanjali Bhuyan	Advisor
		Dr. Bijaylakshmi Deka	Member
		Mrs Malamani Das	Member
Skill Development Cell	2	Dr. Gitanjali Bhuyan	Chairperson
		Mrs Priyanka Bhuyan	Member
Red Ribbon Club	2	Miss Shantipriya Gogoi	Coordinator
		Dr. Gitanjali Bhuyan	Member

Internal Committee of Bapujee College, Sarukshetri

Bapujee College, Sarukshetri is committed for creating a healthy working environment that enables everyone to work without fear of prejudice, gender bias, and in harassment free environment. The college believes that all employees and students have the right to be treated with dignity. Bapujee College is committed for zero tolerance policy towards sexual harassment at workplace. We have imbibed a gender-neutral policy and philosophy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with UGC (Prevention Prohibition of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. Internal Committee, has been working with the objective of redressing the grievances of the women teaching and non-teaching staff and students. The committee has been dealing with the cases complaints of sexual harassment and any other type of harassment of the women students, teaching and non-teaching staff in the college. The committee considers all the individual complaints and takes suitable action in accordance with the UGC guidelines. Gender sensitization programs such as meeting, seminars, workshops, etc., are organised in the college. The days of national and international importance related to gender issues are also celebrated in the college.

In compliance with the University Grants Commission's (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and Students in HEIs) Regulation, 2015 directive, the college has an internal committee in place to deal with issues of sexual harassment and provide a safe and healthy working environment for all female members of College. The committee comprises of seven members and the members hold a term of three years. The members belong the teaching staff, non-teaching staff and there are two external members.

Women's Safety Measures taken by the College

The college has taken several measures for the safety of women such as deployment of security. Focusing on women's safety on campus and ensuring the equal role of men and women in the process, the college has employed both male and female guards deputed at different venues within the college premises. Bapujee College has also made UGC's Saksham Portal (<https://saksham.ugc.ac.in>) available to the college community. The dynamic portal is aimed towards empowerment of women in campuses through creating awareness on the Opportunities and initiatives in HEI for women Support and redressal mechanism for students and employees of HEIs Web resources in the form of Government and United Nations policy documents for women The link to the portal is available on Bapujee College website.

Infrastructural Facilities

Besides providing equal access to male and female students to all spaces in the College such as in the classrooms, libraries etc. the College has taken special care to make the campus safe and women friendly. The college has the following facilities especially for women.

1. Girls Common Room- 01
2. Girls' Toilets cum Washroom- 15
3. Sanitary Vending machine (at Girls Common Room)-02
4. Girls' Hostel-1

WOMEN STUDY AND RESEARCH CELL

The Women Study and Research Cell (WSRC) was constituted in Bapujee College in with the objectives of:

- Empowering girl students through higher education and skill
- Create awareness about issues related to women
- To create awareness regarding women health and hygiene
- Spread knowledge about women's rights and privileges.
- To create a gender sensitive workplace and facilitate the formation of an equitable world

- To orient male students to develop respect and sensitivity towards the women.

The Purpose: WSRC strongly believes in strengthening the knowledge base of the students by creating awareness about socio-political, cultural, economic and legal matters encompassing the area of gender sensitization through diverse talks, counseling, mentoring, workshops, etc., targeted towards empowering women through facilitating knowledge about their issues and rights, legal redressal available to them, awareness about cyber security, information about support groups, self-defense expertise, and more. Such programmes enable and equip students to develop holistically and achieve emotional and psychological well-being, which in turn, promotes and supports academic growth and success.

Objectives: The WSRC plans to organize various events in collaboration with the college societies such as NSS, Teachers Unit, Research and Development Cell, Students' Union, etc., as follows.

1. To organize awareness programme on issues related to women by inviting experts.
2. To organize Orientation Programme for the newly admitted Students to make them aware of purpose, constitution and annual action program of the Cell.
3. To organize awareness programmes on Issues Relating to Mental and Physical Health and Hygiene. According to the World health Organization (WHO) issues related to female health and hygiene need to be addressed strongly. Therefore, the Cell regularly organizes talks, workshops, street plays etc.
4. To organize Self-defense training programme for the female students.
5. To create awareness about Laws related to women in order to assist in stopping the violence's against women.
6. To empower women by providing career counseling and entrepreneurial skill.
7. To organize awareness programme, workshop, health camp, etc in neighboring areas to empower community's women.
8. To observe International Women's Day annually

Table: 9: Activities done by WSRC in recent years

Year	Activities	Number of Participants	Type	Location
08-03-2022	Seminar on Self Help Groups and Self independence	110	Outreach	Village-Lachima, Barpeta
29-11-2022	Interactive Programme- Counseling of Women	37	Outreach	Office of ICDS, Sarukshetri
14-11-2023	Observation of Children's Day	41	Outreach	90 No Tamuli Chuba Anganbadi Centre

24-06-2024	Awareness Programme on Women's Right in India	47	Outreach	Bapujee College Campus
14-11-2024	Observation of Children's Day	36	Outreach	90 No Tamuli Chuba Anganbadi Centre
30-11-2024	Celebration of Bhogali Bihu	55	Extension	Bapujee College Campus
08-03-2025	Observation of International Women's Day and Seminar on Accelerating Solution Prioritizing Women's health for better future	97	Extension	Bapujee College Campus
08/03/2026	Observation of International Women's Day and Talk on Empower Her-shattering barriers, igniting sense	74	Extension cum outreach	Bapujee College Campus
18-03-2026 to 12-04-2026	Yoga Training	21	Value Added	Bapujee College Campus
07-04-2026	Workshop on An Initiative for Skill Development on COIR	130	Skill Development cum Extension	Bapujee College Campus
09-09-2026	Speech Programme on Measures for Prevention, Care, Rehabilitation and Access to Justice for Acid Attack Survivor	32	Value Added	Bapujee College Campus
11-09-2026	Exhibition cum Sale Stall of COIR products		Employment Oriented	Bapujee College Campus

1) Observation of Children's Day, 24-11-2024



2) Celebration of Bhogali Bihu



3) Observation of International Women's Day and Talk on Empower Her- Shattering barriers, Igniting change



4) Workshop on An Initiative for skillDevelopment on COIR



5) Speech Programme on Measures for Prevention, Care, Rehabilitation and Access to justice for Acid Attack Survivors

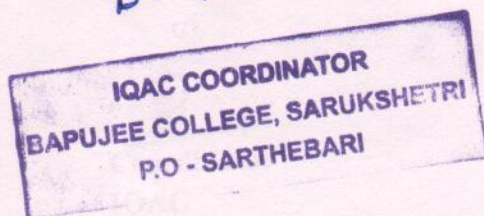
Conclusion:

The commitment of Bapujee College towards sustainable gender development can be witnessed through the different initiatives undertaken in the academics and co- curricular activities as well as academic achievements. It is evident that while progress has been made in certain aspects, there remains considerable work to be done to address disparities and ensure equal opportunities for all genders. It is essential for the college to prioritize the implementation of these recommendations, accompanied by robust policies, resources, and ongoing evaluation mechanisms. Collaboration among stakeholders, including faculty, staff, students, and administration, will be vital in driving meaningful change and cultivating a culture of respect, fairness, and empowerment for individuals of all genders. To fulfill its mission for gender equity, Bapujee College aims to:

- Promote research on themes around gender and gender development.
- Provide a conducive environment for gender equality.
- Ensure development of gender sensitive curriculums.

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the fore front of many world-wide formal and informal campaigns. The gender audit was conducted to achieve these goals and objectives and to identify ways to make the college campus safer for women.


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