

BIKALI COLLEGE

GAUHATI UNIVERSITY

GENDER AUDIT

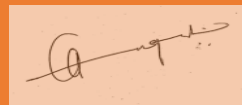
2023-24

Foreword

It gives me great pleasure to present the Gender Audit Report of Bikali College. As a higher education institution committed to fostering an inclusive and equitable environment, we recognize the importance of gender equality in education. This audit is a testament to our dedication to creating a safe and supportive campus where every individual, regardless of gender, can thrive.

The findings of this report will guide us in our continuous efforts to promote gender neutrality and address any disparities. Our goal is to ensure that our college remains a place where everyone feels valued and respected. I extend my heartfelt gratitude to the gender audit team for their diligent work and to all the stakeholders for their invaluable contributions.

Together, we will continue our journey toward justice, opportunity, and equality for all.



Dr. Monoj Gogoi

Principal

Bikali College, Dhupdhara

Goalpara-783123

ACKNOWLEDGEMENT

The Gender Audit Assessment Team expresses profound gratitude to Dr. Monoj Gogoi, Principal of Bikali College, for his unwavering support and guidance throughout the audit process.

We extend our sincere thanks to Miss Rakhee Naiding, Coordinator of IQAC, for her continuous support and invaluable guidance, which were crucial for the successful completion of this project.

We are deeply appreciative of the teaching and non-teaching staff and students who participated in the audit. Your honesty and willingness to share your experiences and insights have been instrumental in identifying areas for improvement and fostering a culture of inclusivity and equality on our campus.

We look forward to continuing our collective efforts to promote gender equality and ensure a safe and equitable environment for all.

Gender Audit Team

Bikali College

GENDER AUDIT TEAM

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TABLE OF CONTENT

SL. No.	TOPICS	PAGE No.
	FOREWORD	2
	ACKNOWLEDGEMENT	3
	GENDER AUDIT TEAM	4
1	INTRODUCTION	
	1.1 About the College	6
	1.2 Vision and Mission of the College	7
	1.3 Goals and Objectives of the College	7-8
2	GENDER AUDIT	
	2.1 About the Gender Audit	8
	2.2 Objectives of Gender Auditing	9
3	METHODOLOGY	9
4	GENDER REPORT	
	4.1 Curricular Aspect	10-15
	4.2 Gender wise Representation of Students	15-19
	4.3 Gender Sensitization	19
	4.4 Women Development Cell	19-33
	4.5 Faculty and Staff	33-34
	4.6 Student Union, Cultural Activities and Sports	35-36
	4.7 Infrastructural Facilities	36-37
	4.8 Gender Audit Survey	37-47
	4.9 Findings	48
5	CONCLUSION	49
6	ANNEXURE	50-54

1. INTRODUCTION

1.1 About the College:

Bikali College is a distinguished institution located in Dhupdhara, Assam, established on April 14, 1982, to serve the educational aspirations of 52 villages within the Bikali Mouza region. Affiliated with Gauhati University, the college offers a variety of academic programs, including bachelor's degrees in Arts, Science, and Commerce, and postgraduate degrees in Assamese and Geography. It also provides Higher Secondary education across all three streams under AHSEC. The Arts stream joined the Deficit Grants-in-Aid scheme in 1992 and became provincialized in 2005. Recognized by the UGC under sections 2(f) and 12(B), Bikali College introduced self-financing Commerce and Science courses in 2005 and 2015, respectively.

Bikali College features modern educational facilities such as ICT-enabled classrooms, a computer lab, a central library with internet access, a digital library, and advanced seminar halls. The college supports co-curricular and extracurricular activities through indoor and outdoor sports facilities, gymnasiums, and various societies, along with organizations like NCC, NSS, and Scouts & Guides. From its inception, the college has championed gender equity by providing an inclusive and supportive educational environment. The college maintains a non-discriminatory admission policy, welcoming students regardless of religion, caste, creed, or gender, thus ensuring equal opportunities for female students. Bikali College fosters a safe campus environment to prevent gender-based discrimination and harassment and encourages female participation in co-curricular activities, helping them develop leadership skills and confidence. It conducts gender sensitization programs to educate about equality and respect for diversity. Additionally, the college offers scholarships and financial aid to support economically disadvantaged female students and promotes mentorship by female faculty members. These initiatives empower female students to achieve their academic and career goals, contributing to personal development and broader gender equality in society.

1.2 Vision and Mission of the College

Vision:

The college aspires to become education through creative teaching, learning, and research activities that use cutting-edge technology. It strives to establish ethical and moral principles in the students and promote holistic development. The institution's objective is to provide a variety of courses that will prepare students for employment in many academic sectors as well as entrepreneurship.

Mission:

- ❖ To disseminate knowledge maintaining high academic standards and quality education.
- ❖ To imbibe among the students the thirst for knowledge and develop employment- oriented skills in the chosen field of study.
- ❖ To enhance the new teaching-learning process for students, faculty members and non-teaching staff.
- ❖ Meeting student needs by creating an educational environment in which students can attain desired goals
- ❖ To bring about unity and integrity among the communities and to initiate educational progression in rural areas.
- ❖ To promote educational and economic equity by helping, aspiring and underprivileged students of the area.
- ❖ Promote sustainable practices and environmental responsibility within the college community, ensuring a commitment to the well-being of future generations.

1.3 Goals and Objectives of the College:

- ❖ To bring about educational progress in a rural, tribal and backward area with a holistic approach.
- ❖ To become one of the excellent educational institutions in the country where dissemination of knowledge is made through the process of teaching –learning, research and extension for the welfare of the state and the country.
- ❖ To conduct research work on socio-cultural, economic, environmental, ecological and developmental aspects at local and regional levels.

- ❖ To introduce computer application in teaching –learning process, library, academic activities and financial transactions.
- ❖ To imbibe and strengthen community extension services for the welfare of society.
- ❖ To undertake faculty development programmes through participation in training programmes organized by different universities and other academic agencies and also to organize seminar, workshop, and symposium in the institution.
- ❖ To ensure quality development of the institution through students feedback and self appraisal method.
- ❖ To sustain and achieve progression in academic and research works through collaboration with academic and research institutions.
- ❖ To spread scientific awareness among the student community as well as in the society to exterminate all irrational or superstitious beliefs.
- ❖ To impart value education and ensure skill development both for moral improvement and self-empowerment.
- ❖ Promote environmental stewardship through sustainable practices and initiatives that minimize ecological impact and foster a culture of environmental awareness.

2. GENDER AUDIT

2.1 About Gender Audit

Gender equality is essential for creating an inclusive and non-discriminatory educational environment. In accordance to Article 15 (1) of the Indian Constitution, which prohibits gender discrimination, promoting gender neutrality in higher education is crucial. This ensures the effective dissemination of knowledge and fosters a safe and equitable learning atmosphere. Recognizing the maturity and outreach potential of higher education institutions, it is vital to implement and monitor policies that challenge inequalities and promote equal opportunities for all genders. A society that values gender equality is safer, healthier, and more equitable. Ensuring that everyone can reach their full potential, regardless of gender identity, is both a moral and strategic imperative, advancing justice, opportunity, and equality.

Bikali College conducted a Gender Audit to ensure gender equality on its campus. The audit aimed to create an atmosphere of trust and encouragement, allowing students and staff to voice their

concerns about gender equality and safety. It sought to identify any system shortcomings and enhance the college's infrastructure. Confidentiality was maintained to ensure honest feedback from staff and students. The audit provided a platform for discussing and analyzing gender equality issues and aimed to foster a sense of ownership among all stakeholders, including teaching and non-teaching staff and students of all genders, to create a safe and conducive learning and working environment.

2.2 Objectives of Gender Auditing

- To ensure a non-discriminatory educational environment by promoting gender neutrality and equal opportunities for all genders.
- To detect and address any gaps or deficiencies in policies, practices, and infrastructure that may hinder gender equality.
- Improve college facilities to support a safe and inclusive environment for all students and staff.
- To create a trusting atmosphere where students and staff feel safe to voice their concerns about gender equality and safety, ensuring confidentiality.

3. METHODOLOGY

As part of the audit, we conducted an online survey via Google Forms, specifically designed for students, faculty, and non-teaching staff to gather and collate their perceptions of existing gender-sensitive practices and facilities. The statistical data collected, along with the findings from the online survey across these respondent groups, have been analyzed and logically presented through graphical diagrams under various gender-sensitive indicators. These indicators include curricular aspects, gender-wise representation of students, gender sensitization initiatives, the Women Development Cell, faculty and staff dynamics, student union participation, cultural activities, sports involvement, and infrastructural facilities. This comprehensive analysis aims to provide a meaningful evaluation, identify any lagging areas, and uncover opportunities for improvement and further refinement in gender-sensitive practices and facilities.

4. GENDER REPORT

4.1 Curricular Aspect

Bikali College, affiliated with Gauhati University, follows a curriculum designed by expert committees that emphasize the inclusion of gender issues across various disciplines. Departments such as Political Science, History, English, Bodo and Assamese have incorporated papers to address gender comprehensively. The inclusion of gender into the curriculum of various departments is given below.

DEPARTMENT OF POLITICAL SCIENCE (HONOURS)

CORE COURSE				
Serial No.	Semester	Course Code	Paper Name	Unit Name
1	1 st semester	POL HC 1016	Understanding Political Theory	1. Introducing Political Theory i. Critical and Contemporary Perspectives in Political Theory: Feminist and Postmodern
				2.
2	2 nd semester	POL HC 2026	Political Process in India	1. Determinants of Voting Behaviour Caste, Class, Gender and Religion 2. Affirmative Action Policies Women, Caste and Class
3	3 rd semester	POL HC 3036	Perspectives on International Relations and World History	1. Theoretical Perspectives i. Classical Realism & Neo-Realism ii. Liberalism & Neo-liberalism iii. Marxist Approaches iv. Feminist Perspectives
4	4 th semester	POL HC 4026	Public Policy and Administration in India	1. Budget i. Gender budgeting
5	5 th semester	POL HC 5016	Classical Political Philosophy	1. Text and Interpretation i. Feminist Perspective
6	6 th semester	POL HC 6016	Modern Political Philosophy	1. Romantics i. Mary Wollstonecraft 2. Radicals i. Alexandra Kollontai
7	6 th semester	POL HC 6026	Indian Political Thought-II	1. Pandita Ramabai: Gender
(Discipline Specific Elective Courses DSE)				
8	5 th semester	POL HE 5016	Human Rights	1. Human Rights and UNO i. Conventions Convention on Elimination of All Forms of Discrimination Against Women, Convention on Rights of the Child

9	6 th semester	POL HE 6016	Human Rights in India	<ol style="list-style-type: none"> 1. Institutional Mechanisms for Protection of Human Rights <ol style="list-style-type: none"> i. National Commission for Women 2. Human Rights of vulnerable groups <ol style="list-style-type: none"> i. Women
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DEPARTMENT OF POLITICAL SCIENCE (REGULAR)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	4 th semester	POL RC 4016	Introduction to International Relations	<ol style="list-style-type: none"> 1. Approaches to International Relations <ol style="list-style-type: none"> i. Feminist Perspective (J. Ann Tickner)
2	4 th semester	POL SE 4014	Panchayati Raj in Practice	<ol style="list-style-type: none"> 1. Problems and Needs of Disadvantaged Groups and Their Participation <ol style="list-style-type: none"> i. Women

DEPARTMENT OF ENGLISH (HONOURS)

CORE COURSE				
Serial No.	Semester	Course Code	Paper Name	Unit name
1	1 st semester	ENG-HC-1016	Indian Classical Literature	<ol style="list-style-type: none"> 1. Kalidasa: Abhijnana Shakuntalam, tr. Chandra Rajan, in Kalidasa: The Loom of Time 2. Vyasa: 'The Dicing' and 'The Sequel to Dicing', 'The Book of the Assembly Hall', 'The Temptation of Karna', Book V 'The Book of Effort', in The Mahabharata: tr. and ed. J.A.B. van Buitenen
2	2 nd semester	ENG-HC-2016	Indian Writing in English	<ol style="list-style-type: none"> 1. H.L.V. Derozio: The Orphan Girl 2. Kamala Das: My Grandmother's House 3. Nissim Ezekiel: Night of the Scorpion 4. Mulk Raj Anand: 'Two Lady Rams' 5. Shashi Deshpande: 'The Intrusion' 6. Mahesh Dattani: Tara
3	3 rd semester	ENG-HC-3036	British Poetry and Drama: 17th and 18th Centuries	<ol style="list-style-type: none"> 1. John Webster: The Duchess of Malfi
4	4 th semester	ENG-HC-4016	British Literature: The 18th Century	<ol style="list-style-type: none"> 1. Daniel Defoe: Moll Flanders 2. Oliver Goldsmith: She Stoops to Conquer
5	4 th semester	ENG-HC-4036	British Literature: The 19th Century	<ol style="list-style-type: none"> 1. Jane Austen: Pride and Prejudice 2. Charlotte Bronte: Jane Eyre
6	5 th semester	ENG-HC-5016	British Literature: The 20th Century	<ol style="list-style-type: none"> 1. Hanif Kureishi: My Beautiful Launderette
7	5 th semester	ENG-HC-5026	Women's Writing	<ol style="list-style-type: none"> 1. Mary Wollstonecraft: A Vindication of the Rights of Woman 2. Rassundari Debi: Excerpts from Amar Jiban in Susie 3. Katherine Mansfield: 'Bliss' 4. Sylvia Plath: 'Daddy'; 'Lady Lazarus' 5. Alice Walker: The Color Purple

				6. Mahashweta Devi: 'Draupadi', tr. Gayatri Chakravorty Spivak 7. Nirupama Bargohain: 'Celebration' 8. Adrienne Rich: 'Orion' 9. Eunice De Souza: 'Advice to Women'; 'Bequest'
8	6 th semester	ENG-HC-6026	Postcolonial Literatures	1. Bessie Head: 'The Collector of Treasures' 2. Ama Ata Aidoo: 'The Girl who can' 3. Grace Ogot: 'The Green Leaves'
Discipline-Specific Elective Courses DSE				
9	6 th semester	ENG-HE-6036	Partition Literature	1. Intizar Husain: Basti, tr. Frances W. Pritchett 2. Manik Bandhopadhyaya: 'The Final Solution'
10	6 th semester	ENG-HE-6056	Life Writing	1. Maya Angelou: I Know Why the Caged Bird Sings 2. Ismat Chughtai, A Life in Words: Memoirs 3. Binodini Dasi: My Story and Life as an Actress 4. Revathi: Truth About Me: A Hijra Life Story

DEPARTMENT OF ENGLISH(REGULAR)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	1 st semester	ENG-CC-1016	English I	1. D.H. Lawrence: 'The Woman Who Rode Away' 2. alman Rushdie: 'Good Advice is Rarer than Rubies'
2	2 nd semester	ENG-CC-2016	English II	1. Seamus Heaney (1939-): 'Punishment' 2. Imtiaz Dharkar: 'Purdah 1'
3	3 rd semester	ALT-CC-3016	Alternative English I	1. Jane Austen: Emma
4	4 th semester	ALT-CC-4016	Alternative English II	1. George Bernard Shaw: Candida

DEPARTMENT OF BODO(HONOURS)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	6 th semester	BOD-HC-6016	Contribution of women writers in Bodo literature	1. What is women literature, why women literature, significance of women literature 2. Women contribution in Bodo poetry 3. Women contribution in Bodo short story 4. Women contribution in Bodo novel

U.G. DEPARTMENT OF ASSAMESE(HONOURS)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	3 rd semester	ASM-HC-3016	Asomiya Sahitya Probekh	1. Hadhukotha, Kobita aaru Golpo i. Lakshminbath Bezbarooah (Hongrahook): Champavahir Hadhu ii. Hem Baruah: Momotar Sithi
2	3 rd semester	ASM-HC-3026	Asomiya Kabitar Chaneki	1. Madhob kondoli: Chitrakutor Chitra (Ramayan Pora) 2. Ram Saraswati : Draupadi Bilap 3. Debakants Baruah: Manorama
3	3 rd semester	ASM-HC-3036	Ashomor sanskriti	1. Hmajik , Lukasar, Dharmiyo Porompورا aru Utsav Parvon
4	4 th semester	ASM-HC-4016	Tulonamulok Bharatiya Sahitya	1. Suti Golpo 2. Uponyakh
5	4 th semester	ASM-HC-4036	Asomiya Godyo Sahitya	1. Sabkardev Rukmini Horon Nator Antogoto Rukminir Prem potro 2. Raghunath Mohontor Sri Ramayan Kotha: Raamor Bon Gomom
6	5 th semester	ASM- HC-5016	Asomiya Natok Aru Poribekhon Soili	1. Rukmini Horon: Sankardev 2. Nilambar: Prasanna Lal Choudhury 3. Urukha: Karuna Deka
7	5 th semester	ASM-HE-5036	Sankardev	1. Borgeet i. Sishuleela ii. Parijaat Horon Naat
8	6 th semester	ASM-HC-6016	Asomiya Suti Golpo Aru Uponyakh	1. Lakshidhor Sharma: Neena 2. Mamoni Roysom Goswami: Dotal Hatir Uiyе Khua Hauda

U.G. DEPARTMENT OF ASSAMESE(REGULAR)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	3 rd semester	ASM-RC-3016	Asomiya Natok Aru Monchokola	1. Lukonatyа aru Iyar Poribekhon
		ASM-CC-3016	Prachin Asomiya Sahitya	1. Sukabi Narayan Deb 2. Haribar Bipro 3. Arjun Bhanjan 4. Raamor Bon Gomom
		ASM-RC-4016	Adhunik Asomiya Geeti Sahitya	1. Hera Aamar Janmobhumi 2. Pujу AAha Aai Matri 3. Hoyra Jetuki Baai 4. Sabdhiyar Aakakhot Bogoli Ure 5. Maah Halodhire Nuale Dhualе 6. Tumar babei Aasu Baat Sai
		ASM-CC-4016	Adhunik Asomiya Sahitya	1. Beena kutir 2. Labhita
		ASM-RE-5016	Sankardev	1. Sishu Leela 2. Parijaat Haran Naat

P.G. DEPARTMENT OF ASSAMESE

Serial No.	Semester	Course Code	Paper Name	Unit name
1	1 st semester	ASM 1026	History of Assamese Literature: 1889-2015	<ol style="list-style-type: none">1. Salient features of Atul Chandra Hazarika's plays2. Salient features of Dandinath Kalita's novels3. Salient features of Yeshe Dorje Thongchi's novels4. Salient features of Arupa Patangia Kalita's novels5. Salient features of Rama Dash's short stories6. Salient features of Birendra Kumar Bhattacharya's short stories
2	1 st semester	ASM 1036	Study of Culture of Assam	<ol style="list-style-type: none">1. Socio-cultural institution, preservation of cultural item, and globalization
3	2 nd semester	ASM 2016	Assamese Poetry: 1889-2015	<ol style="list-style-type: none">1. Lakshminath Bezbaroa: 'Malati' (from the aforementioned anthology)2. Raghunath Chaudhury: 'Giri Mallika' (from the aforementioned anthology)
4	2 nd semester	ASM 2036	Assamese Drama and Performance: 1857-2015	<ol style="list-style-type: none">1. Rudraram Bordoloi: Bangal Bangaloni, ed. Jyotirmoy Jana2. Lakshminath Bezbaroa: Chakradhwaj Sinha3. Jyotiprasad Agarwala: Karengar Ligiri4. Mahendra Borthakur: Saraguri Chapori5. Karuna Deka: Luitkanya
5	3 rd semester	ASM 3016	Assamese Novel: 1890-2015	<ol style="list-style-type: none">1. Rajanikanta Bordoloi: Rahdai Ligiri2. Rasna Barua: Seuji Patar Kahini3. Debendranath Acharya: Jangam4. Mamani Roysom Goswami: Nilakanthi Braja
6	3 rd semester	ASM 3026	Translation: Theory and Practice	<ol style="list-style-type: none">1. Bhabendranath Saikia's novel Antareep and his screenplay of Agnisnan
7	3 rd semester	ASM 3096	Assamese Vaisnavite, Saiva and Sakta Literatures	<ol style="list-style-type: none">1. Concept of Saktism, history of Saktism in Assam and Assamese Sakta literature. Ruchinath Kandali: Sri Sri Chandi
8	4 th semester	ASM 4046	Assamese Short Story: 1892-2015	<ol style="list-style-type: none">1. Lakshminath Bezbaroa: 'Jayanti'2. Lakshidhar Sarma: 'Byarthatar Dan'3. Nirupama Borgohain: 'Anthropologyr Saponar Pachat'

DEPARTMENT OF HISTORY (HONOURS)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	6 th semester	HIS-HC-6016	HISTORY OF INDIA VIII (c. 1857 - 1950)	<ol style="list-style-type: none">1. Nationalism and Social Groups i. Women

DEPARTMENT OF HISTORY (REGULAR)

Serial No.	Semester	Course Code	Paper Name	Unit name
1	6 th semester	HIS –RE-6016	HISTORY OF ASSAM (c. 1826 – 1947)	1. Non Co-operation Movement and Swarajist Politics in Assam 2. The Civil Disobedience Movement 3. Quit India Movement in Assam

4.2 Gender wise Representation of students

Table 1: Total Number of Students for the year 2018-19

2018-19	1 st Year F/ARTS	2 nd Year	3 rd Year	Total Female	Total Male	All Total Student
B.A.	275	189	184	648	466	1114
B.SC	09	06		15	35	50
B.COM	15	26	12	53	134	187
Total Female	299	221	196	716	635	1351

Table 2: Total Number of Students for the year 2019-2020

2019-20	1 st Year	2 nd Year	3 rd Year	Total Female	Total Male	All Total Student
B.A.	247	219	161	627	390	1017
B.SC	14	09	06	29	43	72
B.COM	19	17	26	62	139	201
Total Female	280	245	193	718	572	1290

Table 3: Total Number of Students for the year 2020-2021

2020-21	1 st Year	2 nd Year	3 rd Year	Total Female	Total Male	All Total Student
B.A.	230	210	191	631	362	993
B.SC	16	12	9	37	131	168
B.COM	12	18	16	46	42	88
Total Female	258	240	216	714	535	1249

Table 4: Total Number of Students for the year 2021-22

2021-22	1 st Year	2 nd Year	3 rd Year	Total Female	Total Male	All Total Student
B.A.	312	164	198	674	497	1171
B.SC	24	15	12	51	48	99
B.COM	17	10	17	44	128	172
Total Female	353	189	227	769	673	1442

Table 5: Total Number of Students for the year 2022-23

2022-23	1 st Year	2 nd Year	3 rd Year	Total Female	Total Male	All Total Student
B.A.	272	248	167	687	445	1132
B.SC	18	13	15	46	65	111
B.COM	19	14	10	43	128	171
Total Female	309	275	192	776	638	1414

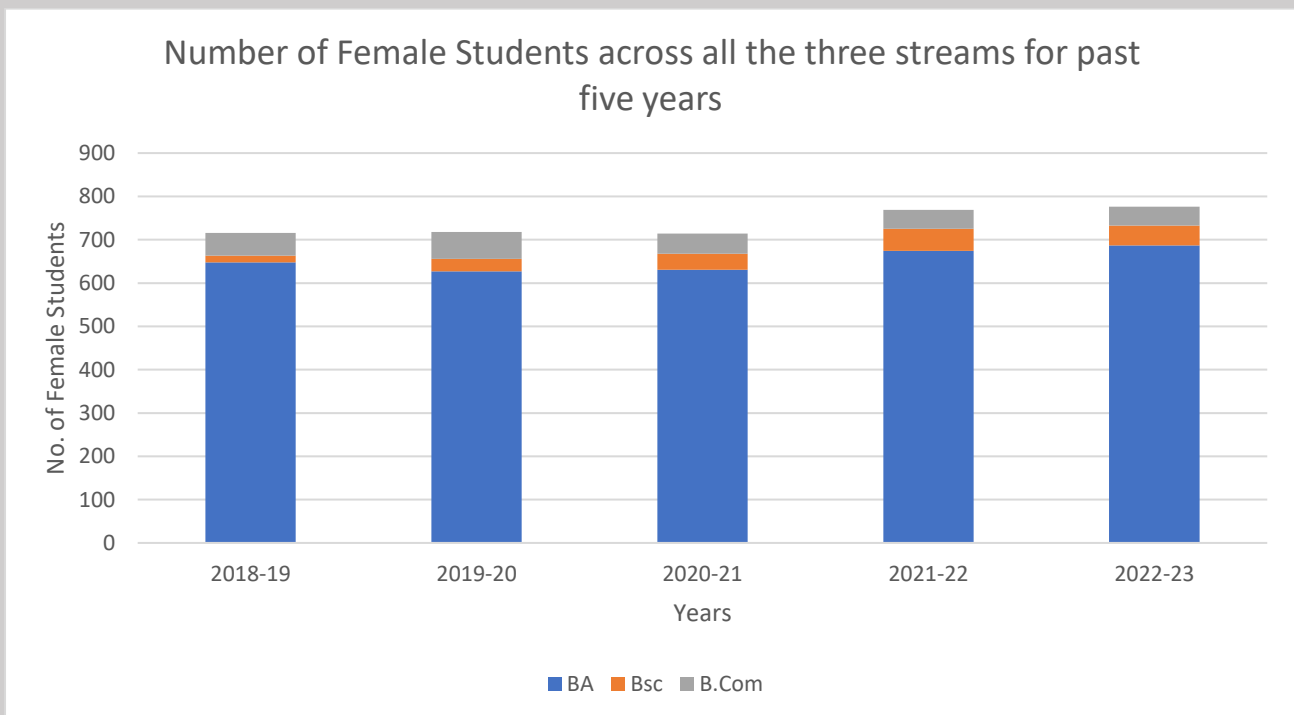


Fig 1: Number of Female Students across all the three streams for past five years

Table 6: Total Number of Students in Post Graduation (MA in Assamese and Geography)

Years	1 st Year M.A.	2 nd Year M.A.	Total Female	Total Male	Total Student
2018-19	26	24	50	22	72
2019-20	13	25	38	18	56
2020-21	31	13	44	12	56
2021-22	36	31	67	8	75
2022-23	30	27	57	20	77

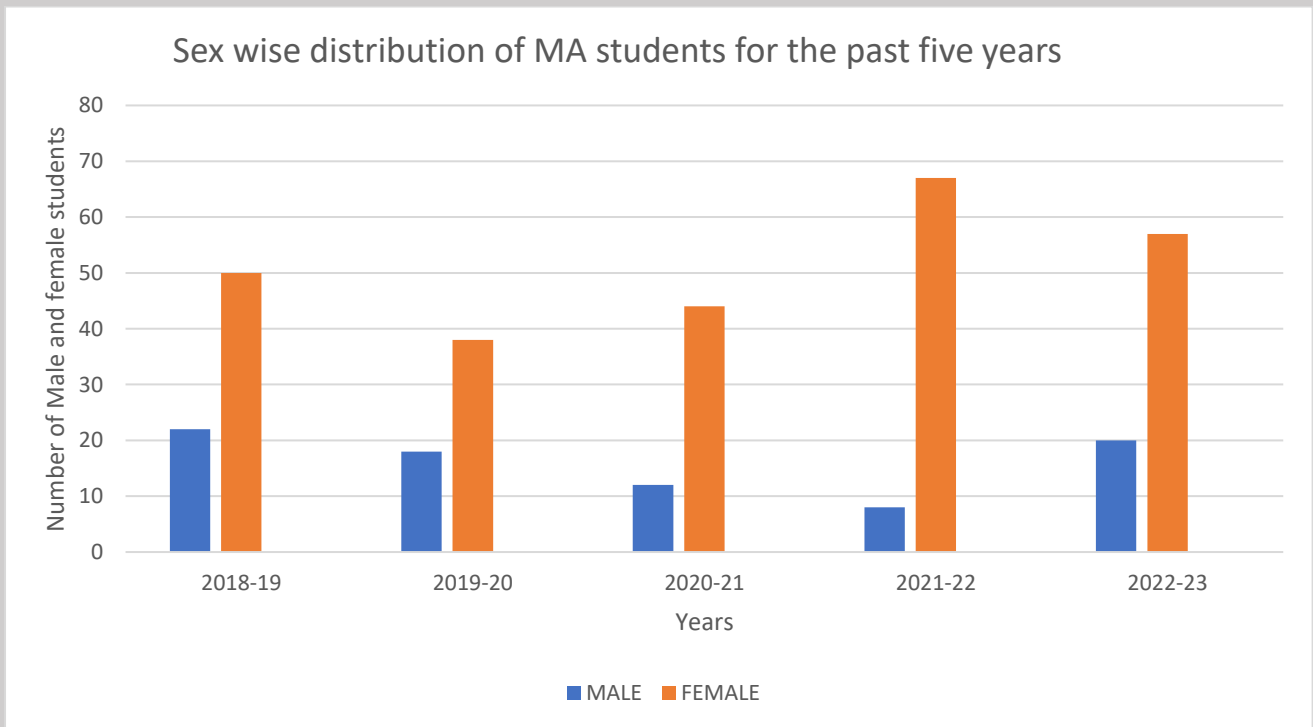


Fig 2: Sex wise distribution of MA students for the past five years

- Over the past five years, undergraduate admissions data reveal that approximately 55% of the total admitted students are girls.
- At the postgraduate level, the proportion of female students increases significantly, often surpassing the number of male students by up to 76%.
- This trend is particularly evident in the humanities and social sciences, where female representation is notably higher.

- While the college adheres strictly to university policies, which do not include specific reservations for female students, the substantial number of girls voluntarily choosing to enroll suggests that the college is perceived as and has a reputation of offering a safe and supportive environment for female students.

4.3 GENDER SENSITIZATION

Bikali College hosts a variety of active cells, clubs, and societies, including the Women Development Cell, ICT Development & Maintenance Cell, Extension Cell, NSS, NCC, Research and Development Cell, Entrepreneurship and Skill Development Cell, Career Counselling and Guidance Cell, Nature Club, Book Club, Science Club, Mental Health and Well-being Club, Sports Club, YUVA Tourism Club, Electoral Literacy Club, Parent Teacher Association, Alumni Association, and Rabha and Bodo literary societies, etc. to sensitize and focus on issues related to the environment, women's rights, gender parity, and empowerment both within and outside the college community. Many girl students actively participate, and there is enthusiastic collaboration between male and female students. Notably, the Women Development Cell includes male members, highlighting the cooperative spirit within the college community.

The college has an active Internal Complaints Committee, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them. Although many gender-related issues are addressed and sensitized through lecture programmes, extension activities, seminars, etc. by all the groups, the Women Development Cell as a key symbol of the gender consciousness of the college actively has undertaken some of the initiatives as a measure to spread awareness and bring about gender parity both within and outside the college premises. A brief detailed description of the Women Development Cell has been given below:

4.4 WOMEN DEVELOPMENT CELL

The Women's Cell, Bikali College was established in 2008. The Cell has been working continuously on the issue of gender discrimination and sensitization in the college and the vicinity of the college and in the neighboring villages. The present coordinator of the cell is Banasri Saikia, Assistant Professor, Department of Political Science.

Vision:

To raise a new generation of students who are gender progressive and committed to building a gender-just society.

Mission:

- To increase awareness of girl students regarding gender discrimination and legal and constitutional means to fight against such discrimination.
- To build the confidence of students so that they are able to speak up on cases of gender harassment and violence.
- To provide an environment of support and security where students facing any harassment feel free to voice their issues and problems.
- To enable female students to empower themselves economically by facilitating several initiatives with other cells and units of the college.

Objectives:

- The prime objective of the Women's Cell, Bikali College is to bring awareness regarding gender issues and discrimination in society.
- The cell is committed to bring parity between the different sexes and building an egalitarian society.
- The Cell will give emphasis on specific needs of the female students and students of the LGBTQ community.
- The cell will organize different programmes and activities which will facilitate development and empowerment of girl and LGBTQ students.
- The Cell's activities are not limited to the college alone, but its activities encompass the vicinity villages of the Bikali Mouza to build a gender-sensitized environment in the larger society.

The following activities has been undertaken over the last five years:

SUMMARY OF ACTIVITIES ON GENDER SENSITIZATION				
Period	Name of the event / Programme	Date	Organising Agency	Brief Description with photo (Wherever Possible)
July 2018 to June 2019	Awareness Programme on "Maternal and Child Health"	18.08.2018	Women Cell, BCD	An Awareness Programme on "Maternal and Child Health" was organised at Kalitapara, Dhupdhara by Women Cell, BCD on 18.08.2018.
	Outreach Programme Workshop on Girl Child: Education and Legal Rights	09/11/2018	Women Cell, BCD	An Outreach Programme Workshop was held on the topic of "on Girl Child: Education and Legal Rights" on 09/11/2018 at Bikali College.

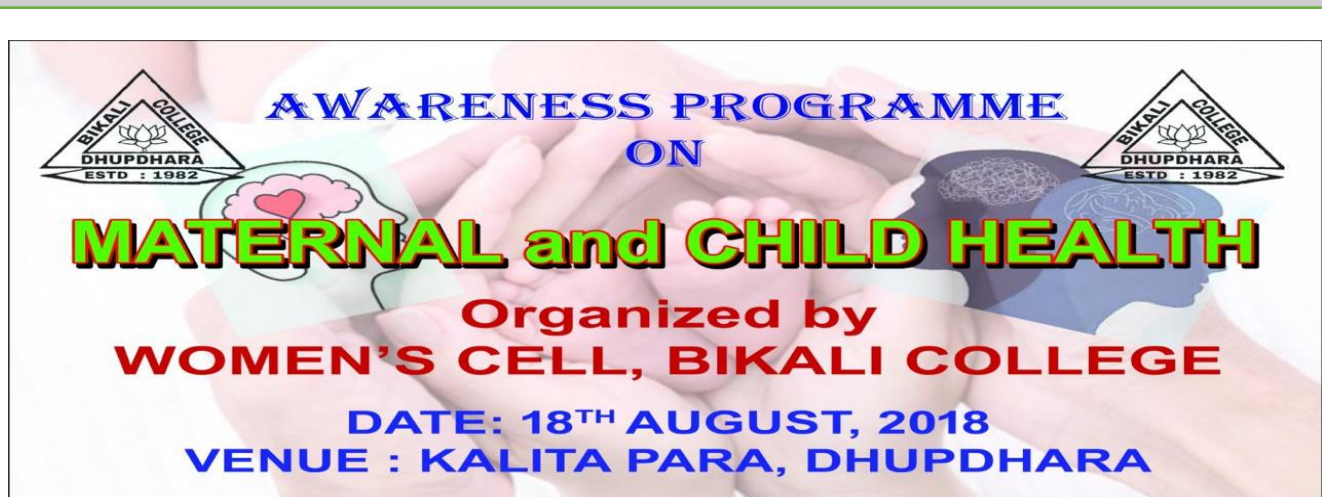
				Women's Cell, BCD was the Organiser of the Programme.
	Awareness Programme on "Menstrual Health and Hygiene"	08.03.2019	Women Cell, BCD	An Awareness Programme on "Menstrual Health and Hygiene" was held at Kalitapara Namghar Prangan, with Dr.Dulumoni Das from Bikali Model Hospital serving as the resource person
July 2019 to June 2020	Workshop on Survey of Awareness of Government Sponsored Schemes for Rural Women	13/03/2020	Women Cell,BCD and Mahila Shakti Kendra	A Workshop of the Women's Cell, BCD and Mahila Shakti Kendra was held on the topic of "Workshop on Survey of Awareness of Government Sponsored Schemes for Rural Women" on 13/03/2020.
July 2020 to June 2021	Meeting to celebrate "World Aids Day" on 1st December, 2020	27/11/2020	Women Cell'sBCD	A meeting of the Women's cell, BCD was held to discuss about the programme to celebrate "World Aids Day" on 1 December on 27.11.2020 in the office of the Principal of Bikali College.The meeting was convened to discuss about a programme to be held to celebrate world Aids Day on 1 December,2022. The programme would be an awareness programme withDr.Natyabir Das, SMO, Rangjuli Civil Hospital as resources person. A decision was also taken to distribute red ribbon badge among the student. IQAC, Bikali College would collaborate in the awareness programme .
	Awareness Programme onAIDs (World Aids Day)	01. 12.2020	IQAC, BCD and Women's Cell,BCD	IQAC, BCD and Women's cell , BCD was heldAn awareness programme onAIDs (World Aids Day) on 01.12.2020 in the presence of Dr.Natyabir Das, SMO, Rangjuli Civil Hospital as resources person. As per decision the red ribbon badge was also distributed among the student. IQAC, Bikali College would collaborate in the awareness programme .
	Procession to the Daily Market in Dhupdhara as part of the International Women's Day Awareness Programme	08.03.2021	Women Cell, BCD	The students of Bikali College, under the banner of the Women's Cell, organized a procession to the Daily Market in Dhupdhara as part of the International Women's Day Awareness Programme on 8th March 2021

July 2021 to June 2022	Poster Making Competition on theme SmashPatriarchy	24.12.2021	Women Cell,BCD	A Poster Competition was held among the student of Bikali College on the theme “Smash Patriarchy” on 24.12.2021. Women’s Cell,BCD organised the Competition. Prizes were distributed among the winner
	Self Defence Training for female Students	23.01.2022	Women’s Cell and BCSU	Women’s Cell, BCD and BCSU Jointly Organized a SelfDefence Training for GirlStudents of Bikali College on 23.01.2022
	Valedictory Programme forSelf Defence Training	01.02.2022	Women’s Cell, BCD	Women’s Cell, BCD and BCSU Jointly Organized a valedictory programme for Self Defence Training on 01.02.2022.
	Lecture on Gender Sensitisation in the 21 st Century : An Outlook	08.03.2022	Women’s Cell and IQAC	Women’s Cell,BCD organized a lecture programme on “Gender Sensitisation in the 21 st Century: An outlook” on 08.03.2022
July 2022 to June 2023	Women’s Cell Meeting to Prepare AnnualGender Plan	14.02.2023	Women’s Cell, BCD	Women’s Cell Meeting to Prepare Annual Gender plan on 14.02.2023
	Call for Papers for Publication in ISBN Book (Theme:Gender Discourse: Issues of Equality and Empowerment)	07.03.2023	Women’s Cell,BCD	Call for Papersfor Publicationin ISBN Book (Theme:Gender Discourse: Issues of Equality and Empowerment) on 07.03.2023.Women’s Cell, BCD was proposed to publish the multilingual and multidisciplinary edited ISBN Book
	International Women’s Day at Adarshapara Village (An Adopted Village, BCD)	10.03.2023	Women’s Cell and ACTA, Goalpara Zone	Women’s Cell, ACTA, Goalpara Zone in Collaboration with Women’s Cell, Bikali College, Dhupdhara has organised an Awareness Programme on “Child Marriage on the Occasion of International Women’s Day. The Theme of the Programme was explained by Dr. Barnali Rabha, Convenor, Women’s Cell, ACTA, Goalpara Zone in the presence of Mrs. Bondita Borbora, Secretary Women’s Cell,ACTA, Assam. Resource Personof the Programme was Dr.Abdul Haque Ahmed, Retd. Associate Prof. Dept. of Economics, Bikali College and Dr. Abul Hussain, Associate Prof. Dept. of Chemistry, Dudhnoi College, Goalpara under the Presidenship of Dr. Abdul Wahed, President, ACTA, Goalpara Zone and Participants of the villagers of

				Adarshapara and Hasrabori the meeting was conducted successful at Kalyanpur L P School, Adarshpara, Goalpara.
	Special Lecture on “Beyond Gender Binary: Issues of Gender Inclusivity and the way Forward”	24.05.2023	Women’s Cell,BCD and Women Cell, Lakhipur College	Women’s Cell Bikali College in Collaboration with Women’s Cell Lakhipur College, has Organised a Special Lecture session on “Beyond Gender Binary: Issues of Gender inclusivity and way forward”. Queer rights activist, Founder and Director of Akam Foundation and Co-Founder of Drishti Rituparna Neog was invited as a resource person of the programme, 24 th May 2023 at 11am in the Conference Hall, Bikali College, Dhupdhara. 127 Student and 17 Faculty members were present in the session.

ACTIVITY1: Awareness Programme on Maternal and Child Health

The Women’s Cell of Bikali College organized an awareness programme on “Maternal and Child Health” on 18th August, 2018 at Kalitapara Dhupdhara, featuring Ms. Trishna Das, a nurse at Bikali Model Hospital, as the resource person. The programme aimed to educate women about maternal health, emphasizing self-care during pregnancy. Ms. Das provided detailed explanations on the appropriate age for pregnancy, confirmation procedures, medical registration, and the maintenance of medication. She highlighted various do’s and don’ts for expectant mothers, stressing the importance of being mentally and physically strong. Her lecture also covered maternal nutrition, childbirth education, and managing potential pregnancy complications. Additionally, she discussed postpartum care, newborn care, the significance of regular medical checkups, vaccinations, and the necessity of carrying an MCP card for vaccinations. She addressed potential health issues in newborns and the corresponding treatments and initiatives parents should undertake. The programme proved to be very fruitful, with some women sharing their experiences and others asking related questions.



Awareness Programme on Maternal and Child Health on 18.08.2018

ACTIVITY 2: **Workshop on Girl Child: Education and Legal Rights**

On November 9, 2018, the Women Cell of Bikali College organized an awareness program on "Education and Legal Rights of the Girl Child" at Khutabari on the premises of Sri Sri Chaturbhuj Mandir. The workshop was presided over by Dr. Alpana Sarkar, President of the Women's Cell ACTA Goalpara Zone. Dr. Sunita Agarwal, a lecturer from Dispur College, and Ms. Jitamoni Das served as the resource persons. Dr. Sunita Agarwal discussed the status of women in society and the transformative role of education in empowering women. She highlighted the importance of women's health, nutrition, sanitation, reproductive rights, and standard of living. Ms. Jitamoni Das, an advocate, elaborated on various government schemes related to women and girl children, as well as their fundamental and constitutional rights. She also addressed legal rights concerning marriage and divorce, domestic abuse, and menstrual hygiene and sanitation.

Workshop on girl child: education and legal rights

ORGANISED
BY
WOMEN'S
CELL, BIKALI
COLLEGE

RESOURCE PERSONS

DR. SUNITA AGARWALA
*Associate professor,
Department of Education*

MS. JITAMONI DAS
Advocate, Goalpara

VENUE: SRI SRI
CHATURBHUJ MANDIR,
KHUTABARI

TIME: 11.00 AM

DATE: 09.11. 2018

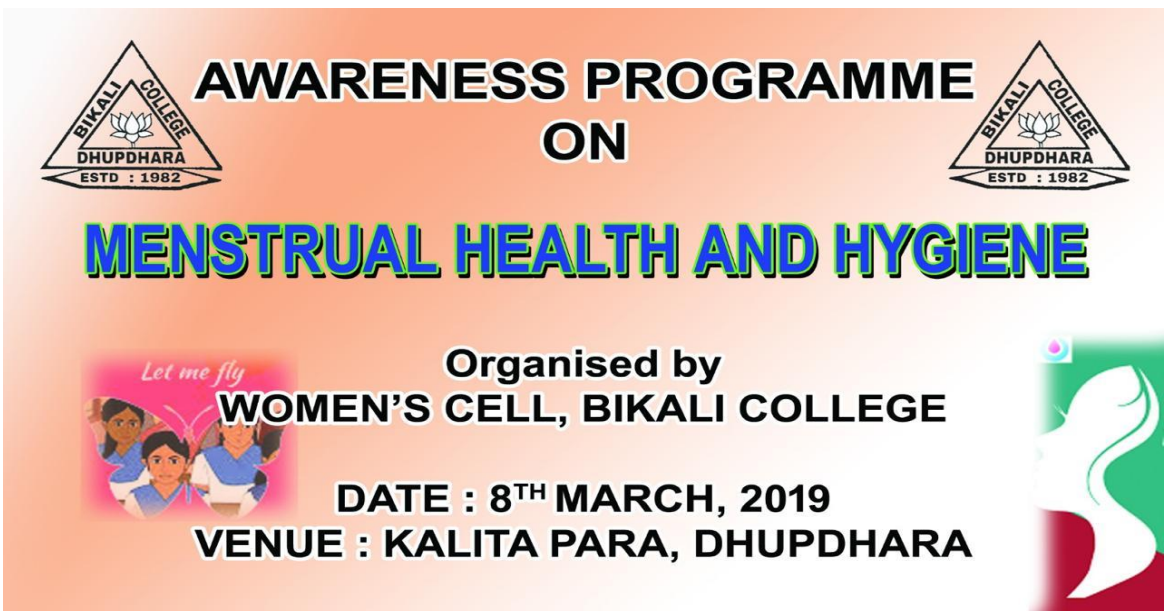
Brochure of Workshop on Girl Child: Education and Legal Rights, 2018




Workshop on Girl Child: Education and Legal Rights at Khutabari, on the premises of Sri
Sri Chaturbhuj Mandir, 09.11.2018

ACTIVITY 3: **Awareness Programme on Menstrual Health and Hygiene**

On March 8, 2019, an awareness programme on Menstrual Health and Hygiene was held at Kalitapara Namghar Prangan, with Dr.Dulumoni Das from Bikali Model Hospital serving as the resource person. Dr. Das provided valuable advice on maintaining menstrual hygiene and discussed potential health problems and diseases that may arise from poor menstrual hygiene. She addressed the social stigma surrounding menstruation and encouraged older women to educate girls about menstruation and the proper use of sanitary products. Dr. Das also offered tips on personal care and nutrition during menstruation. The programme concluded with a question-and-answer session and the distribution of sanitary napkins to the women in attendance.



The poster features the BIKALI COLLEGE DHUPDHARA ESTD : 1982 logo on both sides. The central text reads: **AWARENESS PROGRAMME ON MENSTRUAL HEALTH AND HYGIENE**. Below this, it says **Organised by WOMEN'S CELL, BIKALI COLLEGE**. The date is **DATE : 8TH MARCH, 2019** and the venue is **VENUE : KALITA PARA, DHUPDHARA**. There is a small illustration of three women on the left and a stylized female figure on the right.



The photograph shows a group of women seated in a room, facing a table where a presentation is taking place. A banner in the background repeats the title of the programme.

Awareness Programme on Menstrual Health and Hygiene at Kalitapara Namghar Prangan in Dhupdhara. 08.03.2019.

ACTIVITY 4: **Workshop on Survey of Awareness of the Government Schemes for Rural Women**

On March 13, 2020, Mohila Shakti Kendra, Goalpara Zone, in collaboration with the Women’s Cell, organized an awareness programme titled “Survey of Awareness of the Government Schemes for Rural Women”. The event featured resource persons including Mrs. Anima Barman (CDPO, Dudhnoi), Ms. Sangita Borah (District Coordinator), Himasree Sinha (WVO), and Ms. Mayuri Adhikari. The workshop aimed to train students as volunteers to visit villages in the Ranjuli Block, informing local women about government schemes like the Arunodoi Scheme, Indira Miri Widow Pension Scheme, and Mukhyamantri Krishi Sa-Sajuli Yojana. Survey forms were distributed, and detailed instructions were provided to ensure volunteers were well-prepared. The informative session saw active participation from students, underscoring their commitment to empowering rural women through enhanced awareness of beneficial schemes.



**Workshop on Survey of Awareness of the Government Schemes for Rural Women on
13.03.2020 at Auditorium**

ACTIVITY 5: **Awareness Programme on AIDS**

On December 1, 2020, Bikali College celebrated World AIDS Day with an awareness programme organized by the Women’s Cell in collaboration with the Internal Quality Assurance Cell (IQAC). Dr. Natyabir Das, Senior Medical Officer at Ranjuli Civil Hospital, served as the resource person. Red ribbon badges were distributed among the attendees, symbolizing solidarity and awareness. The

programme provided students with essential knowledge about AIDS and preventive measures, emphasizing the growing concern of AIDS in the North East and the crucial role of today's youth in shaping a healthier future. The event concluded with an engaging question-and-answer session, where students interacted directly with Dr. Das, enhancing their understanding and commitment to combating AIDS.



Awareness Programme on World Aids Day, 1.12.2020

ACTIVITY 6: Procession to the Daily Market in Dhupdhara as part of the International Women's Day Awareness Programme

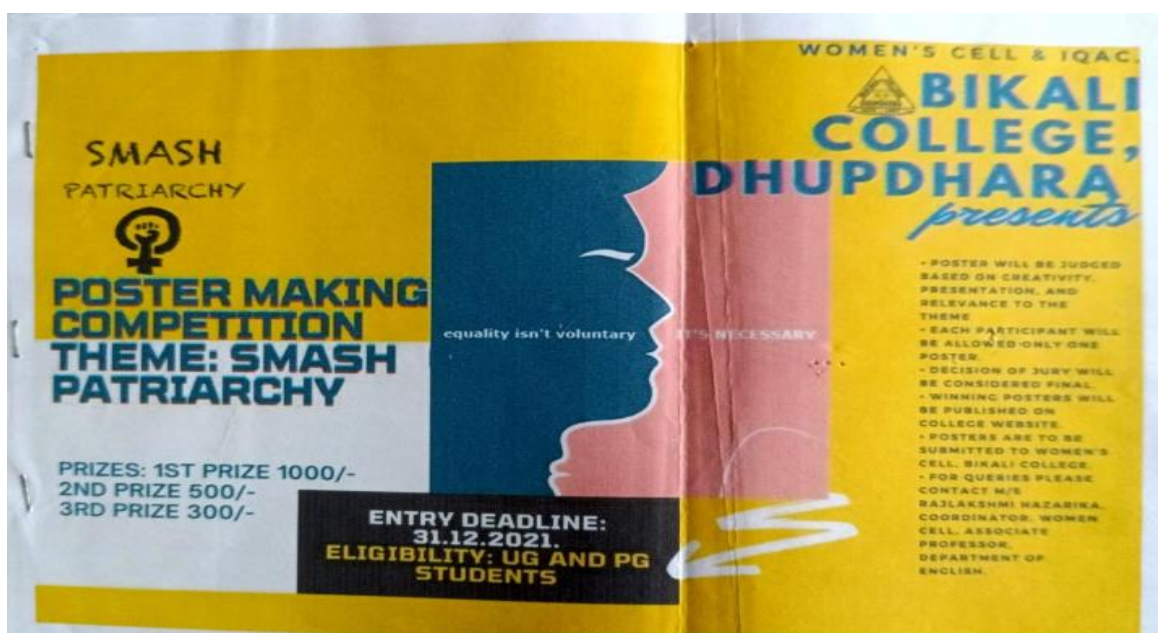
The students of Bikali College, under the banner of the Women's Cell, organized a procession to the Daily Market in Dhupdhara as part of the International Women's Day Awareness Programme on 8th March 2021. During the procession, students performed in front of the gathered crowd, showcasing the enduring strength of women from mythology to the present day. They highlighted women's roles as caregivers, protectors, creators, and nurturers while also drawing attention to the fact that women can become victims without support. The performances emphasized that women cannot progress alone and underscored the critical importance of education for both females and males. The programme aimed to raise awareness among the local community about the multifaceted roles of women and the necessity of education in empowering them and fostering a supportive, equitable society.



Procession to the Daily Market in Dhupdhara, 08.03.2021

ACTIVITY 7: **Poster Making Competition**

The Women's Cell of Bikali College organized a poster-making competition on the theme "Smash Patriarchy" for both undergraduate and postgraduate students. The competition received five entries, and Shabina Begum, a first-semester BA student from the Department of English, won the first prize.



Flyer of Poster Making Competition on 24.12.2021

ACTIVITY 8: **Workshop on Self-Defence for Female Students**

A week-long workshop on self-defence for girl students was held from January 24 to January 31, 2022. Trainers Nijum Basumatary, a Black Belt 3 Dan, and Adhiraj Rabha, a Black Belt 1 Dan, provided training to 27 participants. The workshop aimed to equip the girls with practical self-defence techniques to protect themselves in dangerous situations, thereby boosting their confidence. The programme concluded with a valedictory session and a commitment to continue offering such empowering workshops in the future.

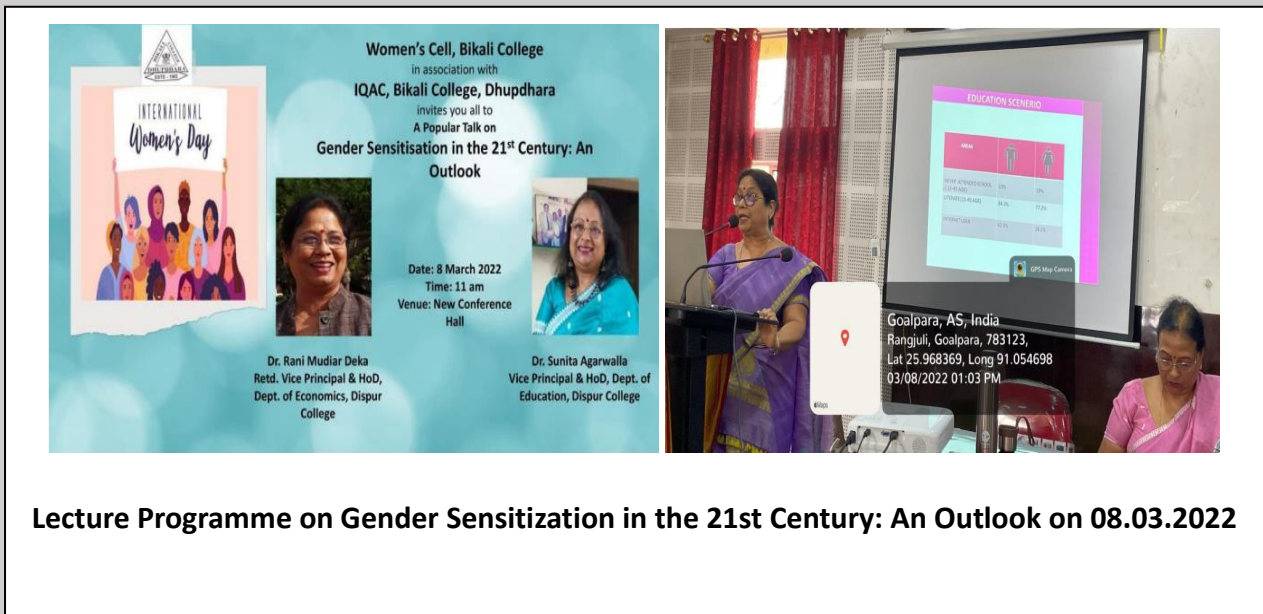


Self-Defense Training for Girls from 24.01.2022 to 31.01.2022 within the College Premises

ACTIVITY 9: **Lecture Programme on Gender Sensitization in the 21st Century: An Outlook**

The Women's Cell of Bikali College, in collaboration with the IQAC, celebrated International Women's Day with a lecture program on "Gender Sensitization in the 21st Century: An Outlook." Dr. Monoj Gogoi, Principal of Bikali College, chaired the meeting. The resource persons were Dr. Rani Mudiar Deka, Retired Vice Principal and Head of the Economics Department at Dispur College, and Dr. Sunita Agarwalla, Retired Vice Principal and Head of the Education Department at Dispur College. Dr. Sunita Agarwalla's lecture focused on clarifying the concepts of sex and gender, using examples from mythology, TV serials, and movies to encourage girls to aspire high and boys to be sensitive to the needs of girls. She also addressed issues of female feticide and infanticide, emphasizing the need for gender sensitization. Dr. Rani Mudiar Deka's lecture presented government data on female literacy

in Assam, noting higher enrollment of female children at the primary level but a significant drop as they advance. She attributed this decline to a lack of gender sensitization and highlighted the importance of educating girls for the overall development of the country, emphasizing that educating a girl child equates to educating a family.



Lecture Programme on Gender Sensitization in the 21st Century: An Outlook on 08.03.2022

ACTIVITY 10: Awareness Programme on Child Marriage

On March 10, 2023, the Women's Cell of Bikali College, in collaboration with ACTA Goalpara Zone, organized an awareness program on "Child Marriage" at Kalyanpur Prathamik Vidyalaya to observe International Women's Day. The event featured Dr. Abdul Hoque Ahmed, former Vice-Principal and Head of the Department of Economics at Bikali College, and Dr. Abdul Hussain, Associate Professor in the Department of Chemistry at Dudhnoi College, as resource persons. They provided valuable insights and information on the implications of child marriage, highlighting its adverse effects on individuals and society.



Awareness Programme on Child Marriage in collaboration with ACTA Goalpara Zone at Kalyanpur Prathamik Vidyalaya on 10 March, 2023

ACTIVITY 11: Special Lecture on “Beyond Gender Binary: Issues of Gender Inclusivity and the Way Forward”

On May 24, 2023, the Women’s Cell of Bikali College, in collaboration with the Women’s Cell of Lakhipur College, organized a special lecture session titled “Beyond Gender Binary: Issues of Gender Inclusivity and Way Forward.” The event featured Rituparna Neog, a queer rights activist, Founder and Director of Akam Foundation, and Co-Founder of Drishti, as the resource person. The session was held at 11 AM in the Conference Hall of Bikali College, Dhupdhara, and was attended by 127 students and 17 faculty members. The lecture focused on the complexities of gender inclusivity, addressing issues faced by non-binary individuals and discussing progressive steps towards a more inclusive society.



**Special Lecture on “ Beyond Gender Binary: Issues of Gender Inclusivity and the way Forward`
24.05.23**

4.4 FACULTY AND STAFF

Table 7: Gender-wise total faculty members.

Year	No. total Teacher	No. of Male	No. Female
2018-19	43	22	21
2019-20	43	24	19
2020-21	45	24	21
2021-22	46	23	23
2022-23	53	23	30

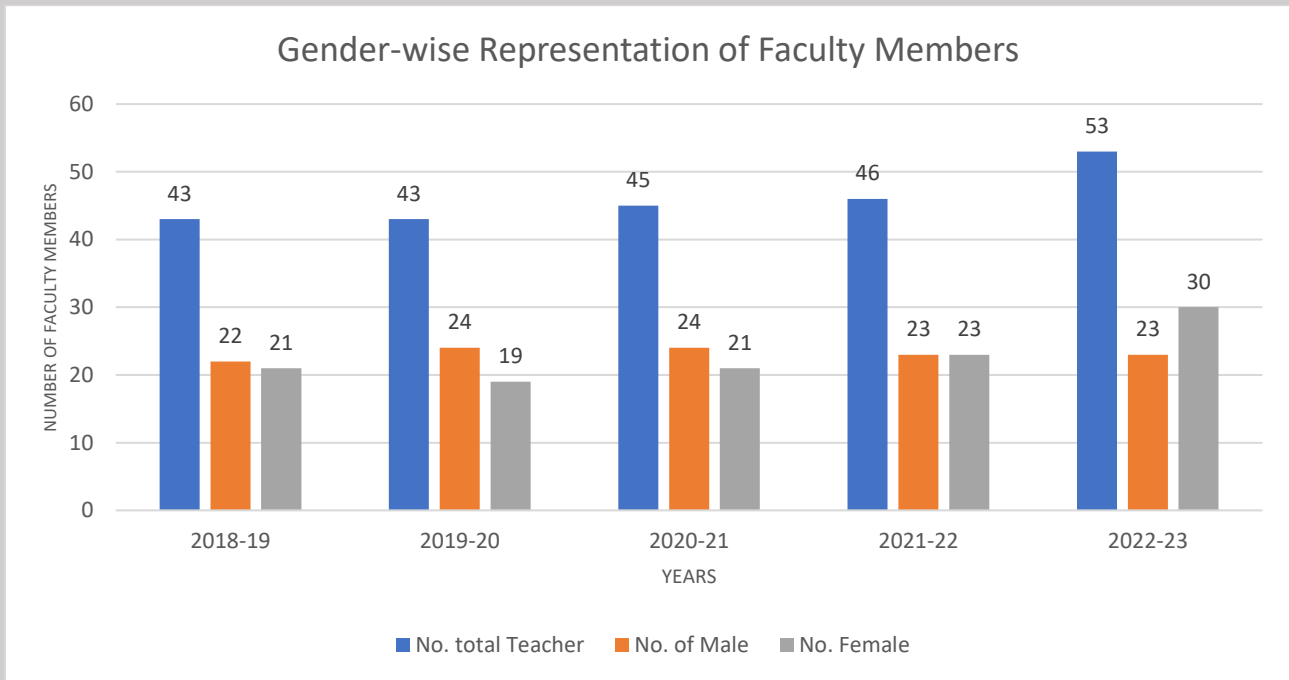


Fig 3: Gender-wise Representation of Faculty Members

Table 8: Gender-wise total non-teaching staff

Total Non- Teaching Staff	Male	Female
25	17	8

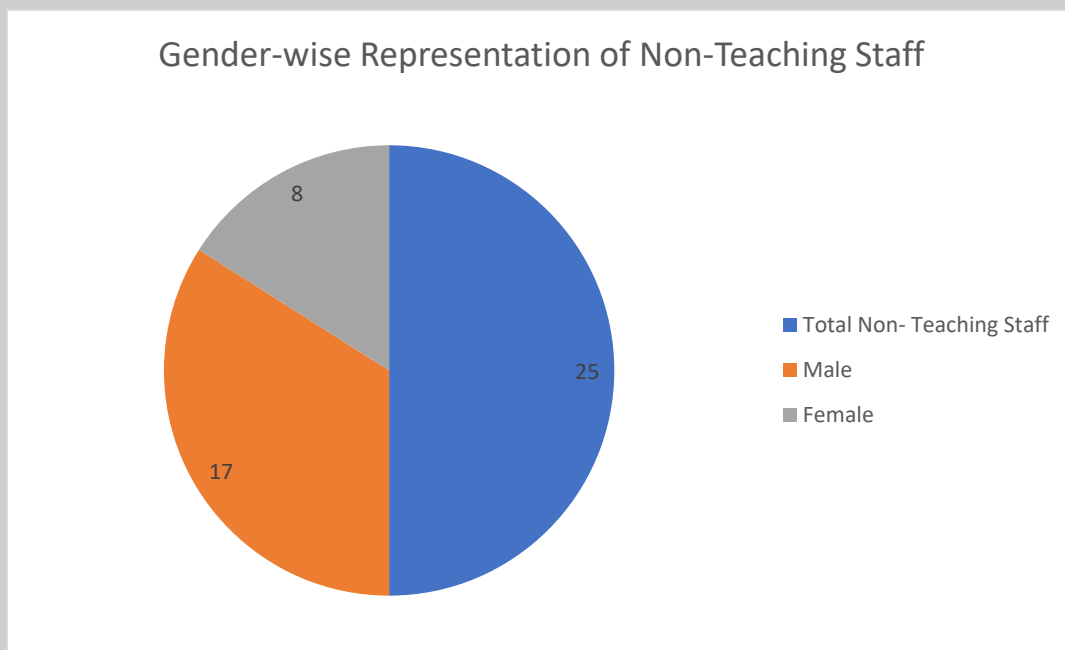


Fig 4: Gender-wise Representation of Non-Teaching Staff

4.5 STUDENT UNION, CULTURAL ACTIVITIES AND SPORTS

Bikali College provides extensive opportunities for its students to engage in both curricular and non-curricular activities. The enthusiasm for cultural activities is notable among both boys and girls, though the participation rate of girls is higher. This disparity can be attributed to the higher enrollment of female students at the college.

The college hosts various cultural events that see robust participation from the student body, with girls showing a higher rate of involvement. Bikali College promotes sports activities among its students, offering ample opportunities for both boys and girls. During the annual College Week, students participate in a variety of sports including Cricket, Kabaddi, Badminton, Carom, Chess, Volleyball, Football, Tug of War, Arm Wrestling, Javelin Throw, Discuss Throw, Kho Kho, etc. Despite the comprehensive range of sports available, girls rarely participate in football. Nonetheless, the college ensures inclusive participation in other sports and has introduced platforms for self-defense training, karate, wushu, and taekwondo specifically for female students.



The involvement of female students in college politics has shown a positive trend over the years. The number of female contestants for various portfolios has steadily increased.

4.6 INFRASTRUCTURAL FACILITIES

1. Classrooms and Computer Lab:

- Spacious and well-equipped classrooms.
- State-of-the-art computer lab for all students.

2. Central Library:

- Extensive collection of textbooks, reference books, and e-literature across various subjects.
- Provision of ICT-based study materials, including e-books and e-journals.

3. Internet and ICT Facilities:

- Internet access for faculty and staff.
- Smart classrooms equipped with modern teaching aids like projectors, informative and LED smart boards.

4. Safety and Accessibility:

- Separate staircase in the Arts Building to avoid chaos, enhancing safety for girl students.
- CCTV cameras at multiple points for comprehensive campus coverage.
- Ramps at necessary points for differently-abled students.
- Separate washrooms for staff, office staff, boys, and girls.
- Girl's common room with essential facilities.
- Hostel facilities for boys and girls with constant water and electricity supply.
- Security guards are available to ensure safety within the campus.

5. Canteen and Parking:

- Canteen for students and faculty.
- Separate parking zones for bicycles, two-wheelers, and four-wheelers.

6. Auditoriums:

- Auditorium with a seating capacity of 300 students.

7. Sports and Fitness Facilities:

- Sports facilities for indoor games (chess, carom, badminton) and outdoor games (cricket, volleyball, football, kho-kho, kabaddi).
- On-campus gymnasium with training facilities.

- Professional training provided through a MoU with the Wushu Association for special training, especially for girls.
- 33% of seats are reserved for girls in the NCC Unit of Bikali College.

8. Water and Hygiene:

- Water purifiers placed at various locations for students' convenience.
- Separate washrooms for staff, office staff, boys, and girls.
- Incinerators are available in washroom.

9. Student Support:

- Hostel facilities are offered at concessional fees for deserving students.
- Mentorship is provided to all students throughout the academic year.
- Complaint/suggestion box for students, with regular intervals for opening and addressing issues.
- Helpline number displayed on the sexual harassment board for immediate assistance.

4.7 GENDER AUDIT SURVEY

A survey was conducted and collected responses from faculty, non-teaching staff and students. Following is a summary of questions asked and responses received:

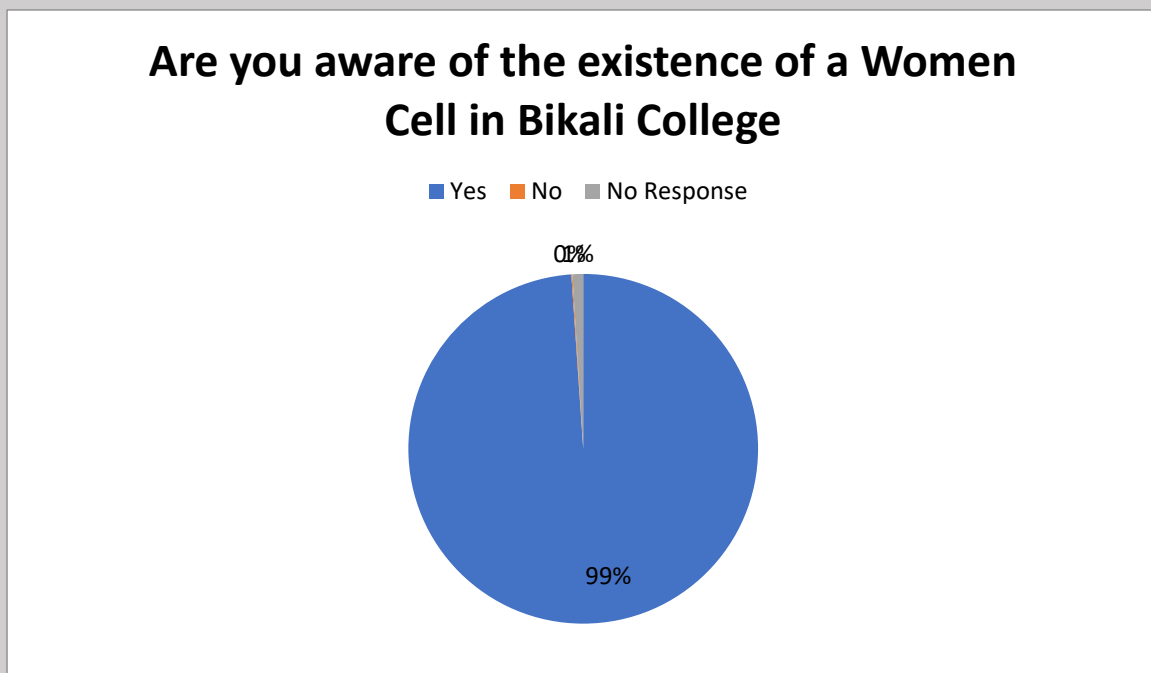


Fig 5: Are you aware of the existence of a Women Cell in Bikali College

Are you aware of an Internal Complaints Committee (ICC) in the college

■ Yes ■ No ■ No Response

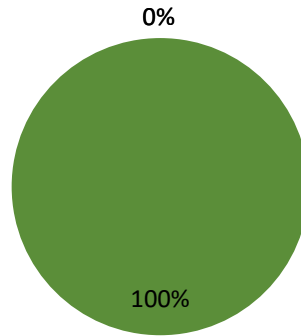


Fig 6: Are you aware of an Internal Complaints Committee (ICC) in the college

Is it easy to approach the Internal Complaints Committee for complaint redressal

■ Agree ■ Disagree ■ Neutral

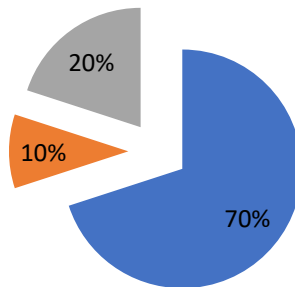


Fig 7: Is it easy to approach the Internal Complaints Committee for complaint redressal

Is there a policy to deal with sexual harassment complaints in the college

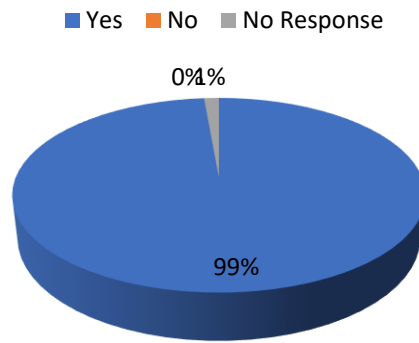


Fig 8: Is there a policy to deal with sexual harassment complaints in the college

Are you aware of the procedures for handling sexual harassment complaints

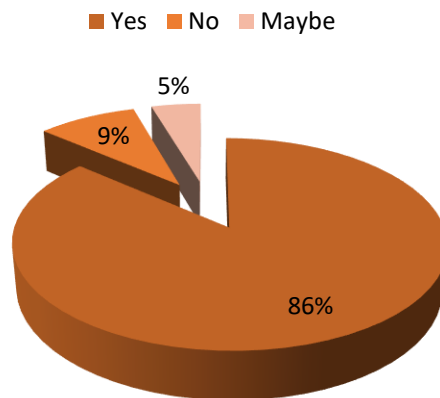


Fig 9: Are you aware of the procedures for handling sexual harassment complaints

Is confidentiality maintained during the inquiry process of a registered complaint

■ Yes ■ No ■ No Response

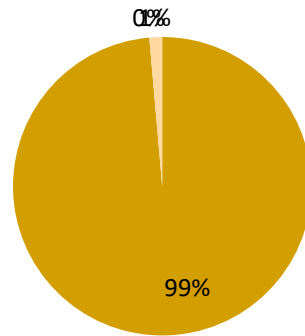


Fig 10: Is confidentiality maintained during the inquiry process of a registered complaint

Are induction or orientation programs conducted to explain the policy and methods regarding sexual harassment

■ Yes ■ No ■ No Response

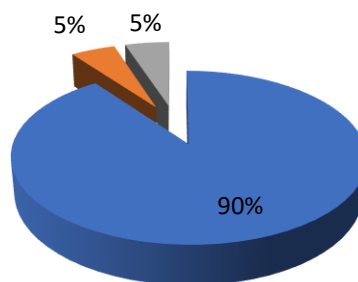


Fig 11: Are induction or orientation programs conducted to explain the policy and methods regarding sexual harassment

Do you feel Bikali College provides a safe and secure environment for its students, teachers, and staff

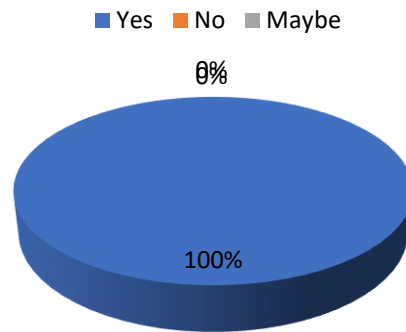


Fig 12: Do you feel Bikali College provides a safe and secure environment for its students, teachers, and staff

Is adequate lighting available inside the campus during the night

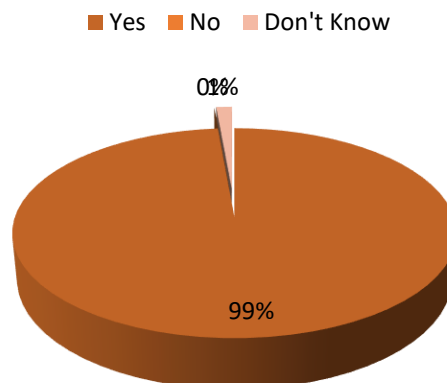


Fig 13: Is adequate lighting available inside the campus during the night

Are CCTV cameras installed on the campus for security purposes

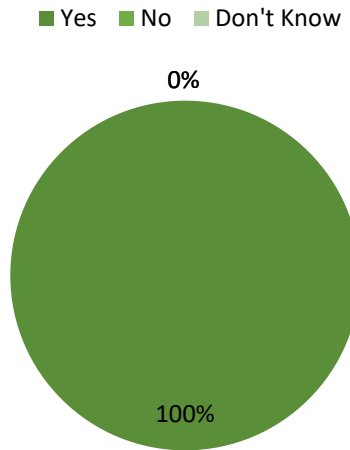


Fig 14: Are CCTV cameras installed on the campus for security purposes

Are security guards available on the campus during both day and night

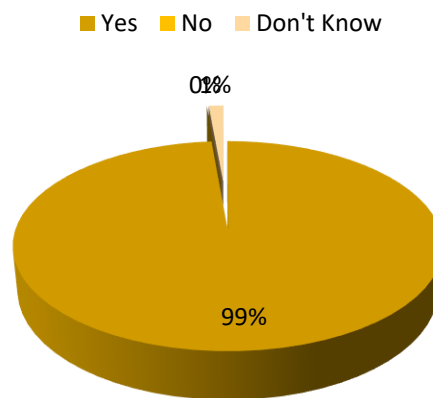


Fig 15: Are security guards available on the campus during both day and night

Are helpline numbers clearly displayed at various places on the campus

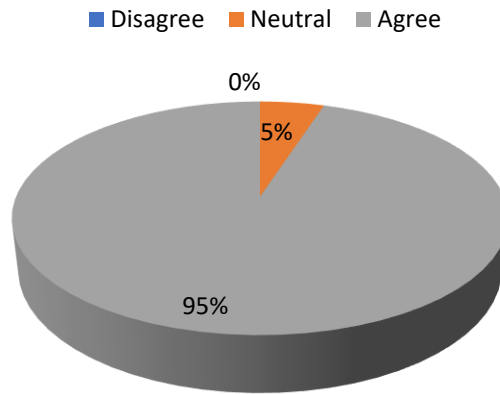


Fig 16: Are helpline numbers clearly displayed at various places on the campus

Is there a separate queue for girls in the office, conference hall, or during any events

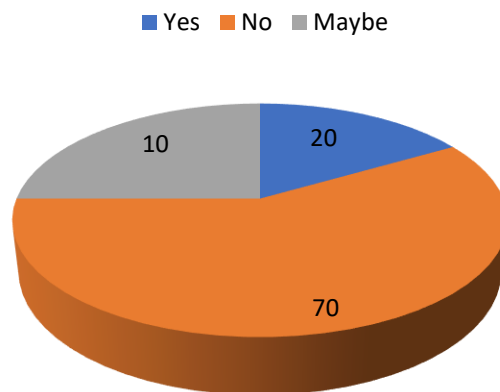


Fig 17: Is there a separate queue for girls in the office, conference hall, or during any events

Do you feel that a separate queue is required

■ Yes ■ No ■ Maybe

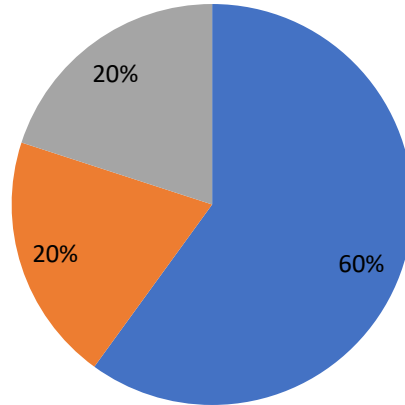


Fig 18: Do you feel that a separate queue is required

Do you think access to campus facilities such as the library, classrooms, computer laboratories, or any campus events like sports or elections is genderneutral, giving everyone the same rights

■ Yes ■ No ■ May be

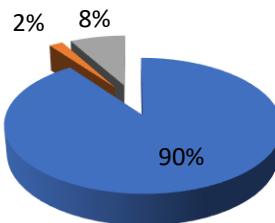


Fig 19: Do you think access to campus facilities such as the library, classrooms, computer laboratories, or any campus events like sports or elections is gender neutral, giving everyone the same rights

Are lectures, seminars, or webinars conducted on gender-sensitive issues

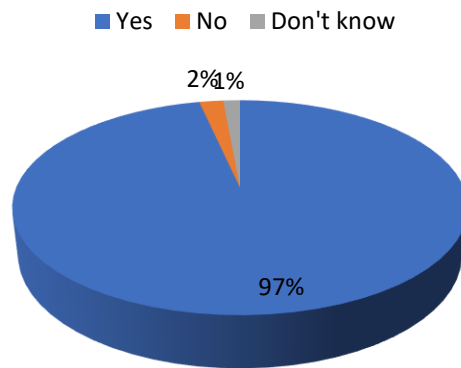


Fig 20: Are lectures, seminars, or webinars conducted on gender-sensitive issues

Do you have an adequate number of toilets and disposable bins/incinerator on the campus for girls

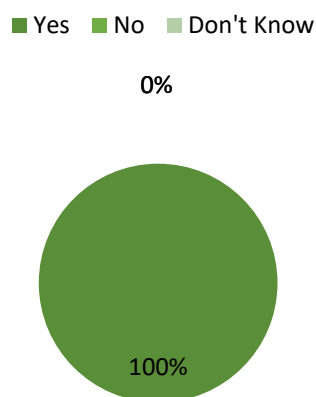


Fig 21: Do you have an adequate number of toilets and disposable bins/incinerator on the campus for girls

Does the college have hostel facilities for both girls and boys

■ Yes ■ No ■ Maybe

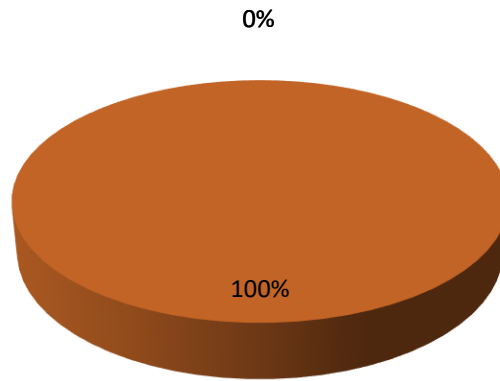


Fig 22: Does the college have hostel facilities for both girls and boys

Are adequate facilities, including toilets, disposable bins, incinerator, and lighting, available in the hostel

■ Yes ■ No ■ Maybe

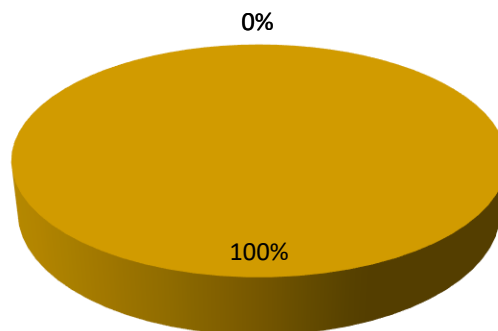


Fig 23: Are adequate facilities, including toilets, disposable bins, incinerator, and lighting, available in the hostel

Does the college have separate timing for returning to the hostel for boys and girls

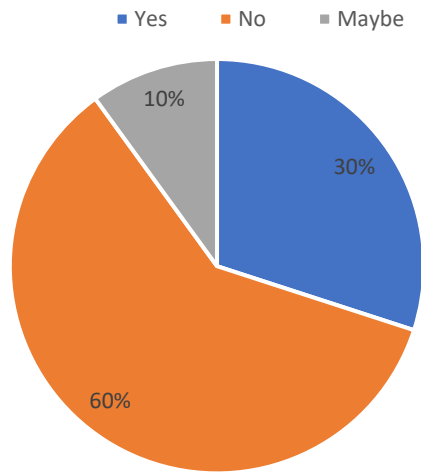


Fig 24: Does the college have separate timing for returning to the hostel for boys and girls

Does the college have a daycare room for female faculties and students on the campus

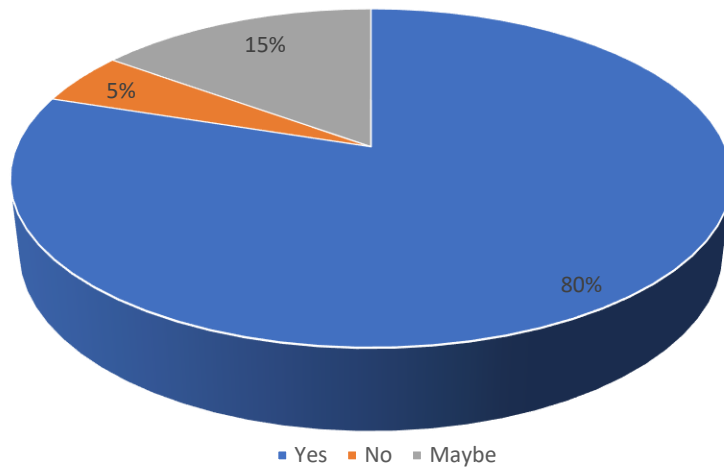


Fig 25: Does the college have a daycare room for female faculties and students on the campus

4.8 FINDINGS

The following were found through the questionnaire on gender:

- Around 99% respondents knew about the existence of Women Cell in Bikali College.
- Almost all the respondents are aware of an Internal Complaint Committee in the College.
- Majority of the respondents around 70% of them felt that it is easy to approach the Internal Complaints Committee for complaint redressal while 20% of them marked as normal and the rest 10% totally disagreed about it.
- 99% of the respondents knew about the policy and procedures to deal with sexual harassment while the rest were unaware about it.
- 100% of the respondents accepted full confidentiality is maintained while dealing with sexual harassment cases of the victims.
- Around 90% of the respondents find the orientation programmes being organised by the college useful.
- Around 100% respondents find the college campus to be very safe and secure.
- The installation of C.C.T.V. cameras on the campus has gone a long way in making the respondents feel safe.
- In response to the security arrangements, most respondents felt that the college has adequate security arrangements on the campus.
- 95% of the respondents are aware of the display of helpline numbers at various places on the campus while the rest didn't know about it.
- 70% of the respondents marked as NO while the rest of them marked as YES or Maybe. Around 60% of them felt the need of a separate queue for girls.
- Around 90% of the respondents thought that there is equal accessibility for all to all campus facilities.
- 100% respondents felt that there are adequate number of toilets, bins and incinerators have been installed in college washrooms for the female students in the college. The college has adequate hostel facilities for both boys and girls.
- More than 90% of the respondents feel that there is adequate lighting in the college campus.
- About 80% of the respondents agree about the existence of a daycare room in the college.

5. CONCLUSION

The gender audit at Bikali College reveals a robust awareness and satisfaction among students regarding gender equality and safety measures. Nearly all students are aware of the Women Cell, Internal Complaint Committee, and policies against sexual harassment, with strong trust in the confidentiality of these processes. The campus is perceived as safe, bolstered by adequate security measures and facilities. However, some areas for improvement include making the complaint process more approachable for all students and considering the introduction of separate queues for girls. To further enhance the college's inclusive environment, it is recommended to continue promoting awareness, upgrade facilities, and ensure that all students feel comfortable and supported in voicing their concerns.

6. ANNEXURE:

GENDER SURVEY, BIKALI COLLEGE

* Indicates required question

1. Email *

2. Write your name *

3. Write your Email ID *

4. Are you aware of the existence of a Women Cell in Bikali College? *

Check all that apply.

Yes

No

No Response

5. Are you aware of an Internal Complaints Committee (ICC) in the college? *

Check all that apply.

Yes

No

No Response

6. Is it easy to approach the Internal Complaints Committee for complaint redressal? *

Check all that apply.

- Agree
- Disagree
- Neutral

7. Is there a policy to deal with sexual harassment complaints in the college? *

Check all that apply.

- Yes
- No
- No Response

8. Are you aware of the procedures for handling sexual harassment complaints? *

Check all that apply.

- Yes
- No
- Maybe

9. Is confidentiality maintained during the inquiry process of a registered complaint? *

Check all that apply.

- Yes
- No
- No Response

10. Are induction or orientation programs conducted to explain the policy and methods regarding sexual harassment? *

Check all that apply.

- Yes
 No
 No Response

11. Do you feel Bikali College provides a safe and secure environment for its students, teachers, and staff? *

Check all that apply.

- Yes
 No
 Maybe

12. Is adequate lighting available inside the campus during the night? *

Check all that apply.

- Yes
 No
 Don't Know

13. Are CCTV cameras installed on the campus for security purposes? *

Check all that apply.

- Yes
 No
 Don't Know

14. Are security guards available on the campus during both day and night? *

Check all that apply.

- Yes
 No
 Don't Know

15. Are helpline numbers clearly displayed at various places on the campus? *

Check all that apply.

- Disagree
- Neutral
- Agree

16. Is there a separate queue for girls in the office, conference hall, or during any events? *

Check all that apply.

- Yes
- No
- Maybe

17. Do you feel that a separate queue is required? *

Check all that apply.

- Yes
- No
- Maybe

18. Do you think access to campus facilities such as the library, classrooms, computer laboratories, or any campus events like sports or elections is gender-neutral, giving everyone the same rights? *

Check all that apply.

- Yes
- No
- May be

19. Are lectures, seminars, or webinars conducted on gender-sensitive issues? *

Check all that apply.

- Yes
- No
- Don't Know

20. Do you have an adequate number of toilets and disposable bins/incinerator on the campus for girls? *

Check all that apply.

- Yes
- No
- Don't Know

21. Does the college have hostel facilities for both girls and boys? *

Check all that apply.

- Yes
- No
- Maybe

22. Are adequate facilities, including toilets, disposable bins, incinerator, and lighting, available in the hostel? *

Check all that apply.

- Yes
- No
- Maybe

23. Does the college have separate timing for returning to the hostel for boys and girls? *

Check all that apply.

- Yes
- No
- Maybe

24. Does the college have a daycare room for female faculties and students on the campus? *

Check all that apply.

- Yes
- No
- Maybe

