



GENDER AUDIT REPORT

2023 - 2024 & 2024 - 2025



Internal Quality Assurance Cell (IQAC)
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Prepared by
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Gender Audit Committee
2025

Introduction of the Institution

Kakojan College was established on 24th July, 1967 by the educationists, public, social workers and others in the greater Kakojan area, which is located in the eastern part of the District of Jorhat, Assam. Over the past five decades, the institution has steadily gained prominence earning recognition as a reputable educational institution. Affiliated with Dibrugarh University and recognized by the University Grants Commission under sections 2(f) and 12(B), the college has also been reaccredited with an 'A' grade by the National Assessment and Accreditation Council (NAAC), Bangalore, in its third cycle of accreditation. The institution offers two (02) Under Graduate (UG) Courses (B.A. and B.Sc.) and Higher Secondary Course (HS) in both Arts and Science Stream. The college has Study Centres of Open and Distance Learning (ODL) under Krishna Kanta Handiqui State Open University (KKHSOU) and Dibrugarh University. The institution provides a conducive environment for the holistic development of the students. The college provides platform to the students to focus themselves in the Co- scholastic Activities, takes the responsibility of organizing community development programmes for the socio-economic development of the neighbourhood and contributes towards sustainable eco-system and nation building.

VISION

The vision of the college is to make all-round development of the human resources through 'Quality Education' under the guidance of the affiliating University, UGC, NAAC and the Govt. of Assam. The institution upholds the highest standards for instruction in arts and sciences through career-oriented programmes. Along with academic excellence, the institution emphasises integrity, democracy, cooperation, and cultural sensitivity so that students may best serve society, the nation, and the world. The institution also cherishes a vision to impart education to those learners who have been deprived of formal system of higher education because of age, economic background, etc., through the Open Distance Learning (ODL) System.

MISSION

- ☞ Imparting quality education of national standard and imbibing skills for solving real-life problems.
- ☞ Inculcating a global perspective in attitude.

- ☞ Creating leadership qualities with a futuristic vision.
- ☞ Fostering a spirit of entrepreneurship and the realisation of social responsibilities.
- ☞ Cultivating adaptation of ethics, morality and healthy practices in academic and professional life.
- ☞ Inculcating the spirit of social development through the study of language and culture.
- ☞ Instilling the habit of continual learning.
- ☞ Encouraging and supporting creative and research temperament
- ☞ Establishing and promoting linkages with the institutions and organisations of national and international levels.
- ☞ To introduce job-orientated and vocational programmes for professional and academic development.
- ☞ To organise community development programmes for the socio-economic development of the neighbourhood.

Gender equality, which aims to provide all people with equal rights and opportunities regardless of their gender, does not imply doing away with the differences between men and women. Instead, it suggests that all people, irrespective of their gender at birth, ought to have equal access to rights, obligations, and opportunities. Ensuring fair treatment for both men and women while taking into account their unique needs is the main goal of gender equity. In terms of rights, privileges, obligations, and opportunities, this could entail treating everyone equally or in a way that is deemed comparable.

The gender audit carried out to find ways to foster a more inclusive and equitable atmosphere for achieving gender equality on a college campus. This gender audit aimed to make the college campus a safer and more welcoming environment for everyone, regardless of their gender. By promoting gender equality, we aim to build a community where everyone can flourish and offer their distinct talents and viewpoints without being hindered by societal norms or facing discrimination due to their gender identity.

Gender Policy

Non-Discrimination: Discrimination on the basis of gender will not be condoned within the organization.

Equal Opportunities: All genders receive equal opportunity in the organization.

Freedom of Expression: Everyone, regardless of gender, has the freedom to openly voice their thoughts.

Grievance Redressal: An accessible, unbiased, and confidential cell is available for addressing gender related grievances.

Safety and Security: The institution ensures the safety and security of all genders.

Inclusivity and Sensitization: The organization encourages gender awareness and inclusivity.

The objectives of Gender Audit are

- (a) To identify gender imbalances and causes.
- (b) To promote gender balance in decision-making.
- (c) To bridge the gender gap.
- (d) To promote gender equality.
- (e) To prevent sexual harassment.
- (f) To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.

Constitution of Gender Audit Assessment Committee

Chairperson – Dr. Rashmi Rekha Saikia, Principal, Kakojan College

Internal Member – Mr. Dhrubajyoti Saikia, IQAC, Coordinator

Coordinator – Dr. Nibedita Gogoi, Assistant Professor, Department of Zoology

Members:

Mrs. Jinumoni Saikia, Associate Professor, Department of Economics

Mrs. Kanon Deka, Assistant Professor, Department of Assamese

Mrs. Sarmistha Goswami, Assistant Professor, Department of History

Dr. Hasnahana Gogoi, Assistant Professor, Department of English Professor

Methodology

The statistical data in this report, covering the last two academic years (2023-24 and 2024-25), is based on numerical findings from the administrative branch and various college cells. Additionally, as part of the audit process, a survey method was employed to collect primary data on gender-related aspects

Gender Wise Distribution of Stakeholders: Gender Balance within the Institution

The term ‘gender sensitivity’ describes an effort to meet and welcome individuals without making assumptions. The goal of a gender-sensitive strategy is to open, rebuild, and expand gender-related expectations and behavioral models. Without making assumptions based on antiquated ideas, gender-sensitive structures react equally to the unique interests of men and women. When gender emerged as a key factor in institutional governance, the leaders of the institutions took action to guarantee gender equality. The presence of a reasonable ratio of male to female representation in the institution’s staff structure and student body across all programs is known as gender balance. The argument goes that because societal institutions serve as barriers to access, women have historically had less access to opportunities and resources. Women become less capable as a result, which has a cascading effect on their access to development programs and empowerment. The working environment at Kakojan College in Jorhat was reviewed and evaluated by the Gender Audit Team. The team established from the data that the institution operates in a context where all individuals have access to a wide range of possibilities to reap the physical, psychological, and social benefits. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. Students’ academic achievement and general personality development are the college’s top priorities. In accordance with gender equality, the girls receive a range of amenities. The NCC and NSS unit for boys and girls is carefully cultivating their character and attributes, such as leadership, discipline, comradeship, a secular perspective, and an adventurous spirit. The girls’ exceptional accomplishments are the main topic of this unit. To build their personalities, prominent personalities give lectures on a variety of subjects.

The college has established an Internal Complaints Committee, Grievance Redressal Cell, and Anti-Ragging Committee to address student concerns. The students of the institution have excelled in sports and cultural activities, earning recognition and honours through participation in the Republic Day Parade, Inter-College Sports, Youth Festival, and other competitions. Based on student feedback regarding programme planning, design, and activities, it appears that the majority of students perceive gender parity in college policies and programs as adequate.

The following noteworthy findings were obtained from an audit of the institution's gender-sensitive features:

- (a) There are separate restrooms for staff and students, providing basic sanitation facilities.
- (b) A Women Cell frequently organizes Gender Sensitization programmes for the students.
- (c) CCTV surveillance equipment is placed throughout the campus, particularly in the library and classrooms.

Table 1.1: Gender wise Details of Total UG Students

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	892	363	529	40%	60%
2.	2024 – 25	968	420	548	43%	57%

In the Academic Year 2023-24, there is a total of 892 students in the college. Out of the total students, 363 are boys and 529 are girls. During the academic year 2023-24, 40% of students are boys and 60% are girls. While during the academic year 2024-25, there is a total of 968 students in the college. Out of the total students, 420 are boys and 548 are girls. During the academic year 2024-25, 43% of students are boys and 57% are girls. (Table 1.1)

These findings reveal that in both the academic year the student population in the college skewed towards girl students.

Table 1. 2: Gender wise Details of Total Arts UG Students

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	668	243	425	37%	63%
2.	2024 – 25	725	229	426	41%	59%

In the Academic Year 2023-24, there is a total of 668 students in Arts UG class of the college. Out of the total students, 243 are boys and 425 are girls. During the academic year 2023-24, 37% of students are boys and 63% are girls. While during the academic year 2024-25, there is a total of 725 students in the college. Out of the total students, 299 are boys and 426 are girls. During the academic year 2024-25, 41% of students are boys and 59% are girls. (Table 1.2).

These findings also reveal that in both of the academic year the student population in the college skewed towards female students.

Table 1.3 Gender wise Details of Total Science UG Students

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	223	120	103	54%	46%
2.	2024 – 25	243	121	122	49%	51%

In the Academic Year 2023-24, there is a total of 223 students in UG (Science) classes of the college. Out of the total students, 120 are boys with 54% and 103 are girls with 46%. While during the academic year 2024-25, there is a total of 243 students in UG Science, out of which, 121 are boys and 122 are girls. During the with 49% and 51% respectively.

These findings reveal that in the academic year 2023-24 the student population in the college skewed towards male students while in the academic year 2024-25 it is little bit inclined towards female students. (Table 1.3)

Table 1.4 Gender wise Details of Total Pass out Arts UG Students

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	180	45	135	25%	75%
2.	2024 – 25	169	47	122	29%	71%

A vast difference in the pass percentage of boys and girls, in Arts UG Class, has been observed in both the Academic year (Table 1.4).

Table 1.5 Gender wise Details of Total Pass out Science UG Students

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	37	19	18	51%	49%
2.	2024 – 25	66	32	34	49%	51%

In Science UG Classes, during the Academic Year 2023-24, pass percentage of girls are less than boys, which has been skewed towards girls during the Academic Year 2024-25 (Table 1.5).

Table 1.6: Gender wise Details of Teaching Staff

Sl. No.	Year	Total	Male	Female	%Male	%Female
1.	2023 – 24	47	22	25	46%	54%
2.	2024 – 25	46	22	24	47%	53%

In the Academic Year 2023-24 and 2024-25, there is a total of 47 and 46 faculties in the college respectively. Out of the total faculties 22 are male and 25 are female during 2023-24 while 22 are male and 24 are female in 2024-25. (Table 1.6)

These findings reveal that in both the academic year the faculty population in the college inclined towards female.

Table 1.7: Gender wise Details of Non-Teaching Staff

Sl. No.	Year	Total	Male	Female	%Male	%Female
1.	2023 – 24	21	17	4	80%	20%
2.	2024 – 25	21	17	4	80%	20%

In the Academic Year 2023-24 and 2024-25, there is a total of 21 non-teaching staff, out of it 17 are male and 4 are female. (Table 1.7)

Table 1.8: Gender wise Details of Library Users

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	6748	2553	4195	28%	52%
2.	2024 – 25	7153	3146	4007	44%	56%

In both Academic year library users of girls are more in comparison to boys (Table 1.8)

Table 1.9: Gender wise Details of students in NSS

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	50	17	33	34%	66%
2.	2024 – 25	50	15	35	30%	70%

In the Academic Year 2023-24, out of the total 50 NSS volunteer, 33 are female and 17 are male while in 2024-25, 35 are female and 15 are male. (Table 1.9)

Table 1.10: Gender wise Details of students in NCC

Sl. No.	Year	Total	Boys	Girls	%Boys	%Girls
1.	2023 – 24	109	78	31	72%	28%
2.	2024 – 25	101	69	32	68%	32%

Among the NCC cadets, percentage of boys are more in comparison to girls (Table 1.10)

Gender Sensitization Initiatives

Gender Balance Initiatives within the Institution

Gender Sensitization Initiatives by establishing committees such as Internal Complaints Committee and Anti-ragging, the college maintains gender equality while also giving girls better amenities. To make things easier for female students, the college has implemented the following measures:

Policy for Gender Equity and Sensitivity:

The institution is committed to create and maintain an environment for all the stakeholders to work together for a gender friendly atmosphere and all forms of gender violence, harassment, exploitation, intimidation and discrimination. In this regard the institution adopted a Policy for Gender Equity and Sensitivity.

Link for the Policy.

(https://kakojancollege.edu.in/admin/documents/POLICIES/POLICY_FOR_GENDER_EQUIITY_AND_SENSITIVITY/63dce4c8d2989.pdf)

Girls Common Room: There is adequate space in the Girls Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Girls Common Room.

Girls Washroom: Girls' washrooms are situated near the Girls' common room in the college with ample water supply and proper maintenance.

Incinerator Facility: To maintain proper hygiene, for the disposal of sanitary napkins, an incinerator has been installed in girls' common room.

Drinking Water: Water purifiers have been provided for boys and girls in the College campus.

Girls Hostel: Kakojan College has consistently facilitated increased enrolment of female students to its several academic programmes. The setting up of Girls Hostel with proper security has further enabled the College to achieve this goal.

Forums: Kakojan College has a number of vibrant forums like Sports Club, Creative Hub, Psychological Club, Movie Club etc. These forums organise workshops, street plays, film screenings, creative fair etc., to sensitize the College community in issues pertaining to environment, women's rights, gender parity and empowerment. A large number of girl students are taking part in these forums and there is enthusiastic participation by both boys and girls who work together in the various activities. There is a healthy cooperation between the male and female students in all these activities.

CCTV surveillance: The security and safety of the institution are guaranteed via CCTV surveillance at multiple locations.

The college has established a number of committees to aid girl students and ladies' staff. These committees include:

Anti-Ragging Committee: Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

Disciplinary Committee: The College publishes its regulations in the prospectus. The college has formed a Disciplinary Committee. The students in distress owing to Discipline related incidents can assess the committee. The Principal of the College is the Chairperson of the Disciplinary Committee.

Women Cell: Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Kakojan College, a strong kernel of gender sensitization, the Women Cell was constituted. The Women Cell of the College empowers and orients girl students to recognize their true potential and helps them to attain their own stand in a competing world. Its goal is the overall development of women in all spheres of their life. The Woman Cell also creates awareness about important women issues and provides a forum for discussion and deliberation on a range of other

societal issues from empowerment to environment. The Women Cell is credited with hosting various events - workshops, hands on training and welfare activities focusing on gender parity, women empowerment and hands on training programme particularly for girls. It promotes academic development and research activities on women's studies. An ISSN Journal (2230-7443), "Emerging Echoes", is being published annually under the Centre for Women's Studies (Women Cell) of the institution. The Women Cell has also published books named "Awakening of Women" and "Jagriti" respectively.

NCC for Girls: An appropriate setting for pursuing a career in the armed forces is offered by the NCC unit. They receive leadership training and motivation in all spheres of life. NCC cadets took part in New Delhi's Republic Day parade.

NSS for Girls: The institution's NSS unit raises awareness about social issues and promotes community service, primarily through student efforts. The unit provides a valuable platform for students to pursue careers in social services. Specifically, the girls receive training and motivation for various forms of social work, fostering a strong desire to serve society. Notably, an NSS female volunteer from the institution participated in the Republic Day parade in New Delhi in the year 2024.

Administrative Committees and Girl Students Representative: By serving as a student representative, a student can help other students, exchange experiences, interact with internal and external concerns and challenges, hone leadership abilities, and take part in administrative development events at the college.



Figure – 1: Balancing gender ratio in Students Union of the Institution

Internal Complaint Committee: In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013, the College established an Internal Complaint Committee (ICC). The Supreme Court imposed a duty on institutions, workplaces, and individuals in positions of authority under the Vishaka Guidelines to protect working women's fundamental right to equality and dignity at work. Institutions were required to adhere to three main requirements in order to satisfy that standard: prevention, redress, and prohibition. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was announced by the Indian government in 2013. Through adherence to the aforementioned three components, the Act seeks to guarantee women's rights to workplace equality and protection from sexual harassment in accordance with the Vishaka judgement. It is significant to remember that the Act gives women a legal recourse in addition to other existing legislation. As a result, any woman who wants to report sexual harassment at work has the option to pursue both civil and criminal legal action.

Grievance Redressal Cell: As the students are primary stakeholders of the institution, the college authority has a responsibility to meet their necessities, whether academic or administrative. The college has established a Grievance Redressal Cell to address their issues. Students can communicate the grievances by writing a complaint and placing it in the designated grievance redressal box. The Student Union Society can also address the grievances to the authority. The Grievance Redressal Cell takes all possible measures for the welfare of the student community. Students' grievance form has been provided in the website of the institution. Link for the grievance form for the student in institutional website is given below –

<https://docs.google.com/forms/d/e/1FAIpQLSfAGjQ7m5nDiH3LxtCwvP8KvJVunB0a64ifucha4KIzcrp12g/viewform>

Mentoring System: It is now well established that "mentoring systems" are the best practice strategies for promoting the success of the students. For the all-round development of the students, the college has introduced mentoring system to provide information, advice and emotional support to the students. For this purpose, each faculty member of the institution

assigned a group of students at the Honours /Major level according to the strength of their respective departments.

Gender in Sports: Both the gender is interested in collegiate athletics, and institution allows students to participate in a variety of indoor and outdoor activities. Under an affiliated university, the boys' and girls' football teams competed in an intercollegiate football tournament.

Number of gender equity promotion programmes organized by the institution during the last two years

ONE-DAY WORKSHOP ON CAKE BAKING AND DECORATION

The Centre for Women's Studies, Kakojan College, in collaboration with IQAC and NDLI Club, hosted a one-day workshop focused on cake baking and decoration on 07/09/2023. Guided by renowned expert Rajshree Dutta, the event attracted 51 enthusiastic participants, including students, staff, and faculty members. The workshop aimed to offer hands-on experience and skills in baking and decorating cakes, fostering creativity and culinary expertise within the college community.



INAUGURATION OF CHILDREN'S DAYCARE ROOM

The Centre for Women's Studies, Kakojan College inaugurated a new Children's Day Care Room on 21/09/2023. The facility was officially opened by Mamoni Dutta, Principal-in-charge of Kakojan College. This important initiative aims to support staff, and faculty members by providing a dedicated childcare space, reflecting the college's commitment to fostering a supportive and inclusive environment.



Awareness program on “Role of Hygienic Health Practices in Women’s Health”

On the occasion of International Women’s Day, an awareness program on the topic “Role of Hygienic Health Practices in Women’s Health” was successfully organized by the Centre for Women’s Studies in collaboration with the Internal Quality Assurance Cell, Kakojan College on 08/03/2024. The event aimed to raise awareness about the importance of hygienic practices in maintaining and improving women’s health. Dr. Kajol Borborah, a medical officer from Kakojan Primary Health Center, was invited as the keynote speaker. Dr. Borborah delivered an engaging and informative speech on the essential hygienic health practices that women should adopt to protect and enhance their health. Her address covered a range of topics, including personal hygiene, menstrual health, and preventive healthcare measures.



Awareness Programme on Social and Environmental Concerns among Adolescents

Kakojan College organized an awareness programme at Kakojan Govt. M.E. School to sensitize students about social responsibilities, moral values, and environmental issues. Dr. Hasnahana Gogoi, Assistant Professor, Department of English coordinated the session, and Dr. Babita Phukan Borkotoky, Assistant Professor, Department of Botany delivered an engaging talk focusing on key concerns faced by adolescents. Dr. Borkotoky addressed critical topics like drug abuse and child marriage, highlighting their harmful impacts and urging students to make wise choices and prioritize education. An interactive session followed, with students actively participating and expressing appreciation for the insights shared. The event concluded with a vote of thanks by Dr. Hasnahana Gogoi, who acknowledged the support of the school staff, the organizers, and especially Dr. Rashmirekha Saikia, Principal of Kakojan College, for ensuring the programme’s success.



Inauguration of *Emerging Echoes*

On the occasion of Kakojan College Foundation Day on July 24, 2024, the Centre for Women's Studies inaugurated *Volume X* (July 2023 – June 2024) of its peer-reviewed journal titled *Emerging Echoes*. The journal aims to provide a platform for academic and creative expressions focused on gender, society, and empowerment. It was jointly edited by Dr. Babita Phukan Borkotoky and Dr. Minakshi Hazarika, who emphasized the importance of encouraging dialogue and research on women-centric issues. The launch marked a significant milestone for the Women's Cell, highlighting its commitment to intellectual growth and gender awareness within the academic community.



CELEBRATION OF INTERNATIONAL WOMEN'S DAY, 2025

In celebration of International Women's Day 2025, the Women's Cell of Kakojan College, in association with IQAC and NEADS, Jorhat, organized an impactful extension and outreach programme at Sumonichapori Village. The event was designed to promote awareness on key issues concerning women, such as entrepreneurship, health, and empowerment, while encouraging local community participation through cultural activities. A panel discussion featured three distinguished speakers. Jinumoni Saikia spoke about the potential of women's entrepreneurship in rural economies. Dr. Nibedita Gogoi emphasized the importance of women's health and hygiene, focusing particularly on menstrual health awareness. Swapan Das elaborated on women's empowerment through self-help groups and livelihood support schemes. An interactive session followed, during which villagers actively engaged with the speakers, sharing thoughts and asking questions that reflected their real-life challenges and aspirations. The programme also featured cultural and community-centered activities, including an ethnic food competition among the women of Sumonichapori. These

activities celebrated local traditions and strengthened community bonds. The event concluded with a valedictory session, where trophies were awarded to winners, and sanitary pads were distributed to all women participants as a gesture of care. Refreshments were served to mark the closing.



Students Participation in Different Events



Jantu Mili
Republic Day
Parade, New Delhi



Jutika Mili &
Saurav Saikia
Republic Day
Parade, New Delhi



Shibani Borah
Republic Day
Parade, New Delhi



Celebration of International Girl Child Day

Participation of students in extracurricular activities/youth festivals under Dibrugarh University

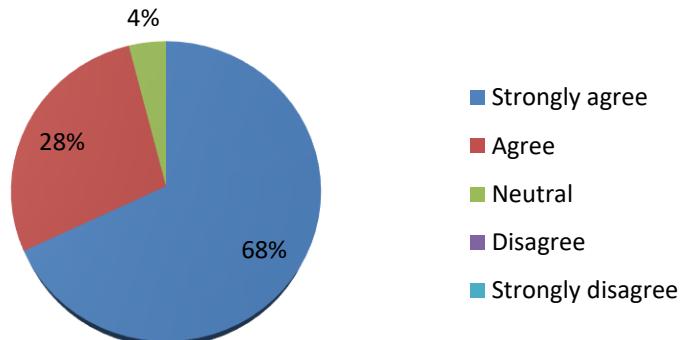


GENDER AUDIT SURVEY

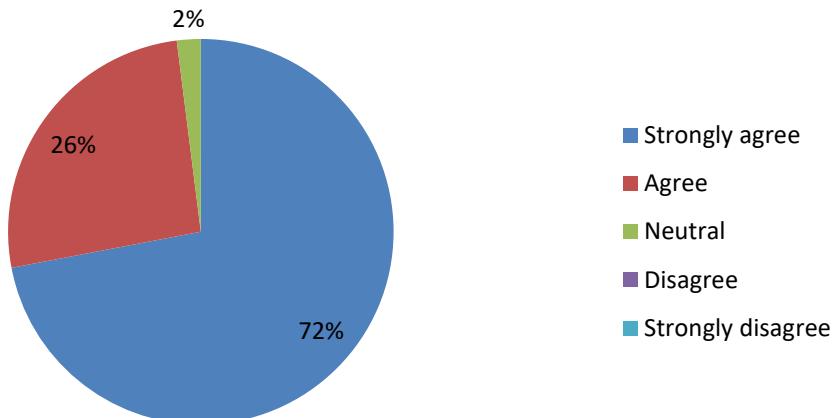
The auditor conducted a survey and collected responses from students.

Following is a summary of questions asked and responses received:

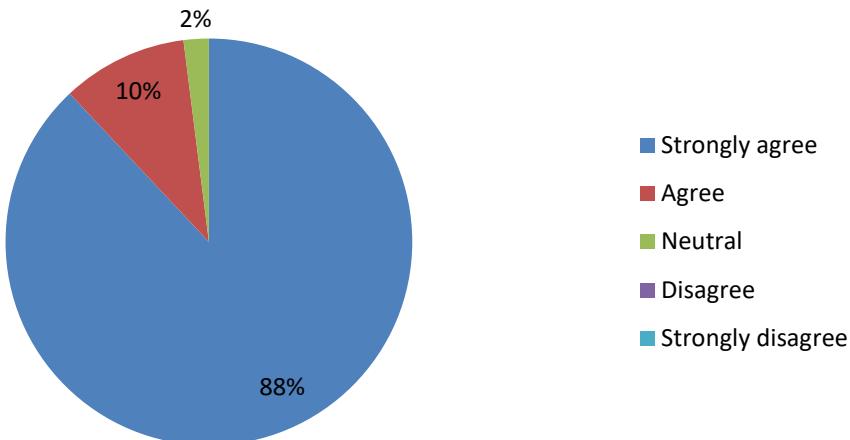
1. The college conduct gender sensitization program as a part of its curriculum



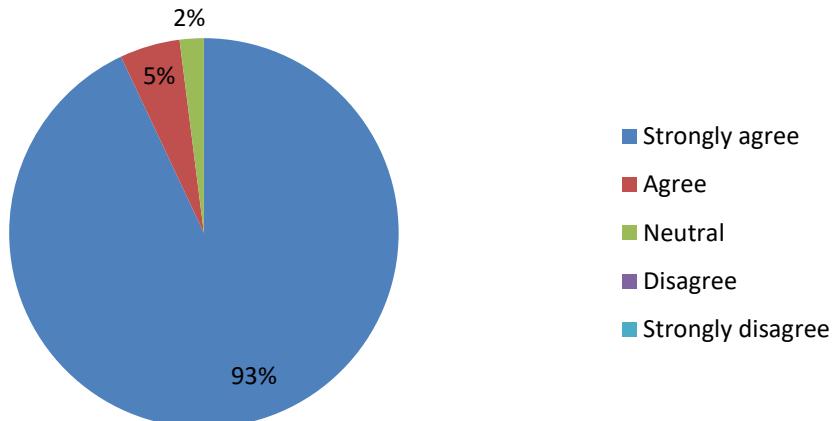
2. The college organises gender consciousness initiatives, including programmes that raise awareness about sexual harassment



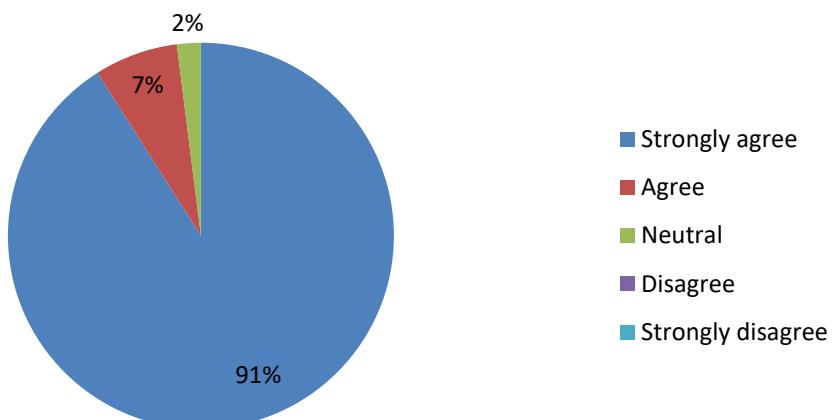
3. A Grievance Redressal Cell has been established



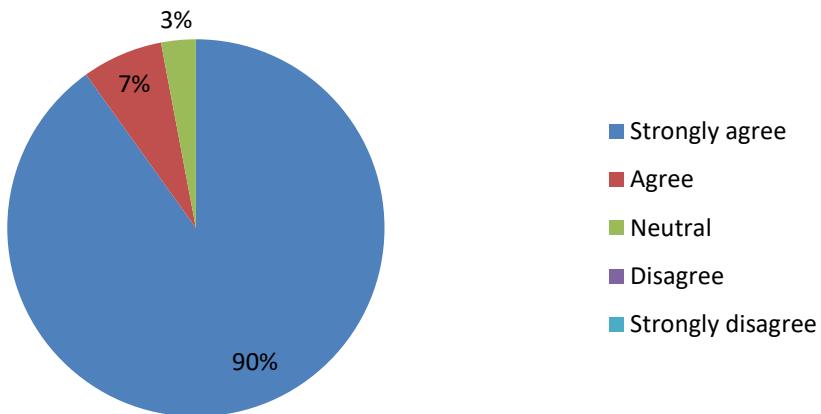
4. In the Classroom equal opportunities are extended to students of all genders



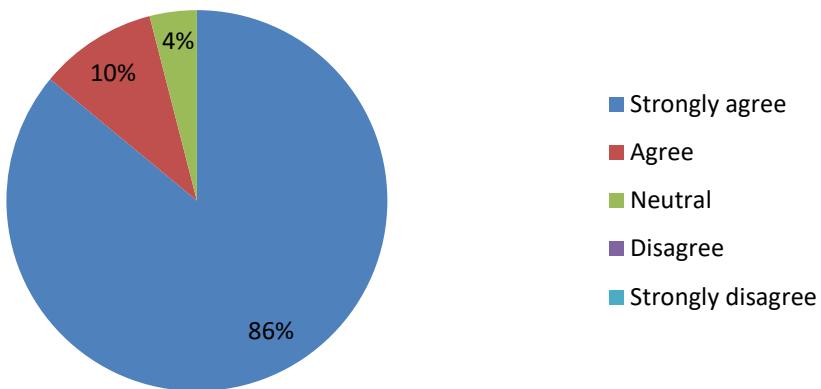
5. The college provides equal opportunities to individuals of all genders in co-curricular activities



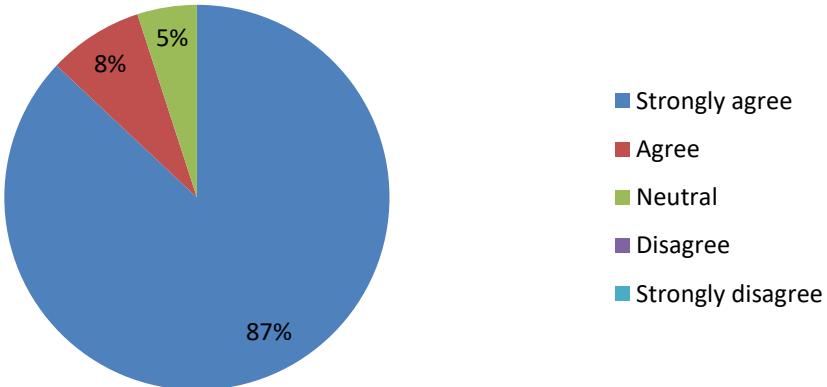
6. All genders have an equal chance to participate in various clubs and forums in the college



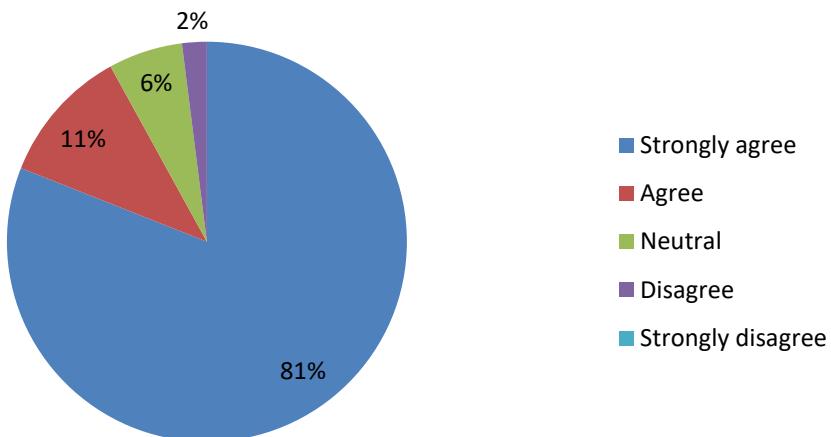
7. All genders have an equal opportunity for the open and impartial expression of ideas



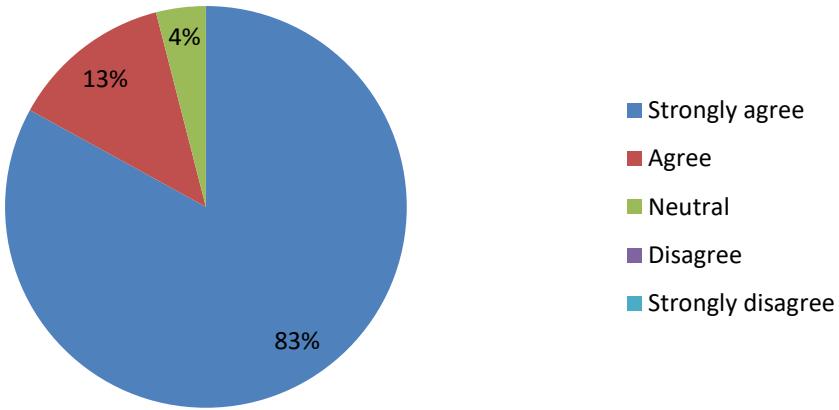
8. Adequate support services, including counselling & career guidance, are available for students of all genders



9. Adequate security arrangements have been made in the campus



10. A Women Cell is set up in the college & students are aware about the women Cell



Analysis of Data

After closely reviewing student members' feedback, it was concluded that they have a generally positive perception of the college's program planning, design, and activities. The analysis found that many students were satisfied with the degree of gender equity in the college's programmes, indicating that they think the college has done enough to ensure fairness and inclusivity for all genders. The positive response indicates that the college's gender equity initiatives and activities have been successful in meeting the needs and expectations of the student body, and the student feedback confirms that the college has successfully implemented policies and programmes that support gender equality and foster an inclusive learning environment.

Questionnaire

Sl. No.	Evaluation	Opinion
1	The college conducts gender sensitization program as a part of its curriculum.	Strongly agree Agree Neutral Disagree Strongly disagree
2	The college organizes gender consciousness initiatives, including programmes that raise awareness about sexual harassment.	Strongly agree Agree Neutral Disagree Strongly disagree
3	A Grievance Redressal Cell has been established	Strongly agree Agree Neutral Disagree Strongly disagree
4	In the classroom, equal opportunities are extended to students of all genders.	Strongly agree Agree Neutral Disagree Strongly disagree
	The college provides equal opportunities to	Strongly agree

5	individuals of all genders in co- curricular activities	Agree
		Neutral
6	All genders have an equal chance to participate in various clubs and forums in the college	Disagree
		Strongly disagree
7	All genders have an equal opportunity for the open and impartial expression of ideas.	Strongly agree
		Agree
8	Adequate support services and resources, including counseling and career guidance, are available for students of all genders.	Neutral
		Disagree
9	Adequate security arrangements have been made in the campus	Strongly disagree
		Strongly agree
10	A Women Cell is set up in the college and students are aware about the Women Cell	Agree
		Neutral
		Disagree
		Strongly disagree

CONCLUSION

The goal of this gender audit was to see whether the organization acknowledges and responds to the needs of women and provides them with opportunities and resources. Based on the different data, it can be said that not only are there a lot of female students and faculty members, but the female folk of the institutions are also given equal possibilities. In order to provide gender-neutral facilities and access to them, Kakojan College has enacted numerous gender-positive initiatives. The institution provides a inclusive environment for all the genders. Every member of the college community is aware of that while the college is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence. In order to achieve this, the knowledge, perspectives, actions and sensitivity of all staff and students are harnessed to contribute to creating and sustaining at all times a gender friendly environment in teaching, learning, research, administration and management. Furthermore, through teaching, extracurricular activities, fieldwork, and extension, the Kakojan College Women Cell was established to serve as a catalyst for the advancement and empowerment of the institution's female members.

The college has a number of assets as well as some weaknesses. With small adjustments to the value setup, the shortcomings can be addressed. It is undeniable that the growing number of girls from all walks of life and the lack of concerns about gender issues will help the college become a more gender-sensitive establishment. There are regular activities designed especially for girls' pupils to help them develop their confidence. The College would undoubtedly make an impact, even in the areas that require some work, given its strong will and dedication to gender equity.

RECOMMENDATIONS ON GENDER AUDIT

- 1) Along with the initiation of “He” or “She” in the institutional premises, restrooms and toilets for “others” should be implemented.
- 2) The institution needs to start transgender awareness program or campaign among students.
- 3) Adding the “others” option to each sector would be a step toward ensuring an inclusive campus feel for everyone.
- 4) Alumni feedback on gender should be received.
- 5) Students' participation in surveys and interviews should be documented by stream and gender wise.
- 6) The performance of the student in extracurricular activities needs to be highlighted.
- 7) Motivate female students to participate in sports of their choices.
- 8) Facilitate self-employment training in a variety of domains.
- 9) Enhance the market ability of the student-made items.
- 10) There should be a fair representation of men and women on various committees.
- 11) It may be possible to introduce a separate uniform for “others” of their choosing.

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