

DIKHOWMUKH COLLEGE



GENDER AUDIT REPORT

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Prepared by :
Gender Audit Committee, Dikhowmukh College

Gender Audit Report: prepared by the Gender Audit Committee of Dikhowmukh College for the academic sessions of 2023-24 and 2024-25

GENDER AUDIT COMMITTEE:



Chairperson: Dr. Ranjit Kumar Boruah, Principal, DMC

Convener: Dr. Arundhati Bhuyan (Asso. Prof. of English, DMC)

Members:

- Snigdha Bhaswati (Asst. Prof. of History, DMC)
- Gitashree Sharma (Asst. Prof. of Political Science, DMC)
- Dr. Romen Kalita (Asst. Prof. of Economics, DMC)
- Madhurjya Kalita (Office Assistant, DMC)
- Daizy Borah (Literary Secretary, DMCSU)

External Expert: Dr. Lutfun Nahar (Retd. Asso. Prof. of History, DMC)

Special Invitees:

- **Representative from ICC:** Rupjyoti Boruah (Asso. Prof. of Education, DMC)
- **Girls' Hostel Warden:** Dr. Rijumoni Saikia (Asso. Prof. of Education, DMC)
- **Representative from Women's Cell:** Dr. Swapnali Borah (Asst. Prof. of Assamese, DMC)
- **NCC Caretaker Officer:** Gita Hazarika (Asst. Prof. of Assamese, DMC)

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ACKNOWLEDGEMENTS

As the convener of the Gender Audit Committee of Dikhowmukh College, constituted to compile a report assessing the gender dynamics of the institution for the sessions 2023-24 and 2024-25, I would like to take this opportunity here to thank everyone who made this report possible. First and foremost, I express my gratitude to Dr. Ranjit Kr. Boruah, our dynamic Principal, who constituted this committee. In his early discussions with me, he expressed his intention of undertaking a comprehensive analysis of the gender balance on the campus. This led to the acknowledgement of the necessity to conduct a gender audit, which would reflect the complete picture of the gender dynamics of the college. He immediately constituted this committee and asked us to undertake an honest and truthful gender audit of the college. I thank him for providing us with this opportunity and for his help at each step of the process.

Without the committee members, this report would not have been possible. I thank Snigdha Bhaswati and Gitashree Sharma, Assistant Professors of History and Political Science, respectively, for compiling all the information and drafting this report with care. Dr. Romen Kalita, Assistant Professor of Economics, helped in ideating this report, carefully went through each draft, and provided valuable insights. Madhurja Kalita, Office Assistant, was the key figure in the data collection process, which made the analyses possible. Daizy Borah, our student representative, helped us interact with the student body and gather information and insights. Dr. Lutfun Nahar, our dear ex-colleague and the external member of this committee, gave us her invaluable time, went through the report, inspected the situation on the ground and helped us improve on the draft. I thank her for her precious time and constructive feedback. My gratitude goes to the special invitees who sat with us, and detailed the activities and concerns of the different committees that they represented. Their inputs were decisive in shaping this report.

I would also like to thank our IQAC co-ordinator, Dr. Pranjal Borah, for his constant support and guidance. He has read each draft of the report and provided significant inputs. Not only did he help improve the writing, but he was also instrumental in the ideation process. Finally, I am grateful to the administrative office, staff and faculty members and our students for their help and support in making the drafting of this report possible.

With Regards

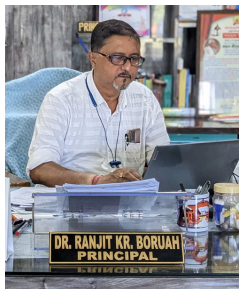


Dr. Arundhati Bhuyan

Convener

Gender Audit Committee (for the sessions 2023-24 and 2024-25)

Dikhowmukh College



FROM THE PRINCIPAL'S DESK

It gives me immense satisfaction to present the compiled Gender Audit Report of Dikhowmukh College for sessions 2023-24 and 2024-25. In my view, this comprehensive report is a way to review our activities and reflect our commitment to create an inclusive, equitable, and safe educational environment for all students and staff. The report takes on a two-fold audit of the college, first at the quantitative level and thereafter qualitatively. This has been done to ensure a deep look and careful analysis, such that it can highlight the strengths and also point out the shortcomings, allowing us an opportunity to improve in the future. The audit provides significant insights into the operation of gender dynamics within our institution and helps us identify gaps. Thus, the Gender Audit serves as an important tool to evaluate the status of gender sensitivity and awareness on our campus.

I am, therefore, extremely hopeful that the observations and findings of the Gender Audit will enable us to devise ways to further enhance gender justice and allow us to encourage gender balance on the campus. It will inform the composition of various committees in the college, sensitisation programs, and the formation of empathetic and prompt grievance redressal mechanisms in the future, in keeping with our ethos towards gender justice.

I sincerely thank the entire Gender Audit Committee for compiling all the data, preparing the analysis and putting together this report. I also express my gratitude to the faculty members, office staff, students and all contributors for providing the required information and facilitating this report. As an institution of higher learning, we must continue to lead by example, ensuring that gender equality is woven into the fabric of our academic and social environment.

With Regards

Dr. Ranjit Kr. Boruah
Principal, Dikhowmukh College

FROM THE GENDER AUDIT COMMITTEE

We, the members of the gender audit committee, present the Gender Audit Report of Dikhowmukh College, for the sessions 2023-24 and 2024-25 with great responsibility. This report has been made possible through thorough planning, keen observation, careful data collection and collaboration with the entire college community.

After the principal constituted the Gender Audit Committee in early May 2025, the members set to work immediately. The committee had a clear objective to evaluate the gender dynamics at play across different aspects of the college. We identified a key structure to approach the audit. First, the committee undertook a quantitative analysis of the gender balance on the campus. With the help of the administrative division, we compiled the required data regarding student and staff strength and composition of different operational committees. This was done to assess the gender representation in the college and identify the gender balance dynamics. At the next level, the committee decided to move one step beyond and undertake a detailed qualitative analysis of the different initiatives of the college that seek to foster a gender inclusive environment. This is not simply about gender representation, but about the creation and sustenance of a mindset among the students and staff of the college which facilitates gender justice and social inclusion. Thus, in the qualitative analysis section, we have tried to bring forward college initiatives and infrastructural facilities that allow a safe and equitable campus. We conducted surveys, interviews with the coordinators of various committees, discussions with students, and campus inspections to compile this report.

We have tried to remain non-partisan and honest in this entire process. While we applauded the achievements of the college, we did not hesitate to point out the shortcomings and thereby open paths of future deliberation and policy formation for a more equitable campus. We believe that the college has been committed to the cause of gender and social justice and will take cognisance of the observations of this report. We would like to express our sincere gratitude to Principal Dr. Ranjit Kr. Boruah for his vision and initiative in constituting this committee. He cooperated with us at each step and encouraged us to compile an honest report. He ensured that the committee functioned smoothly and fearlessly, and prepared a report that reflects the gender parity picture of the college.

We are deeply grateful to everyone else who helped us in this venture. The administrative office, the students and faculty members collectively helped us in gathering the required information and shared their insights with us. They highlighted the difficulties and opportunities of working towards a gender-just environment in the college. We are thankful for their support. We hope that this report provides a reflection of the gender ecosystem of the college, and enhances the resolve of the institution in ensuring a socially inclusive and just space for all.

ABOUT THE COLLEGE

Dikhowmukh College is situated about 5 k.m. away from the National Highway No. 37 through the terminus of Gourisagar, by the side of the historic Bor Ali . A few kilometres ahead of the college is the confluence of the rivers Dikhow, Gorajan and Barhmaputra (Dikhowmukh) – a popular picnic spot and also the seat of religious unity, in the form of the famed Ajan Peer Dargah and Ramkha Peeth. The ‘Moglow’ tank in the heart of the college resurrects the glory of the Monipuri Princess Kuranganayani. The huge college campus with its serene surroundings ensures an ideal academic atmosphere.

The long-cherished dream of the inhabitants of Jakaichuk and West Konwarpur Mouzas came true with the establishment of Dikhowmukh College in July 1982. The Higher Secondary Section was opened first and then gradually extended up to the Degree level in 1984. The college got affiliated with the Dibrugarh University in 1984. It completed its Silver Jubilee in the year 2007 and got accredited by NAAC in 2006. In 2023, after a hiatus of several years, the second round of NAAC accreditation was completed, and the college received B++, a commendable grade for a rural college with significant situational challenges. The college has seven (7) departments – English, Assamese, Economics, Education, Political Science, History and Sociology, all of which offer Major Courses at the Degree level. The college has also introduced a few add-on courses that aim at vocational training of students. The retired founder principal continues to be associated with the college as the Chief Academic Advisor, as well as a tutor in spearheading the college’s academic pursuits. Some of the founder teachers are still serving here with the full cooperation of the newcomers, and others who have retired continue to contribute to the college through their guidance and presence on different occasions.

The College envisages the empowerment of students to establish themselves in the current environment of close competition, besides playing a key role in overall social upliftment. The faculty members put their best foot forward to impart quality teaching and to transform the students into invaluable human resources. The emphasis is not only on providing course-based education but also on enriching the students through a holistic experience of higher learning, including the development of critical thinking abilities, gaining employable skill sets and becoming socially inclusive.



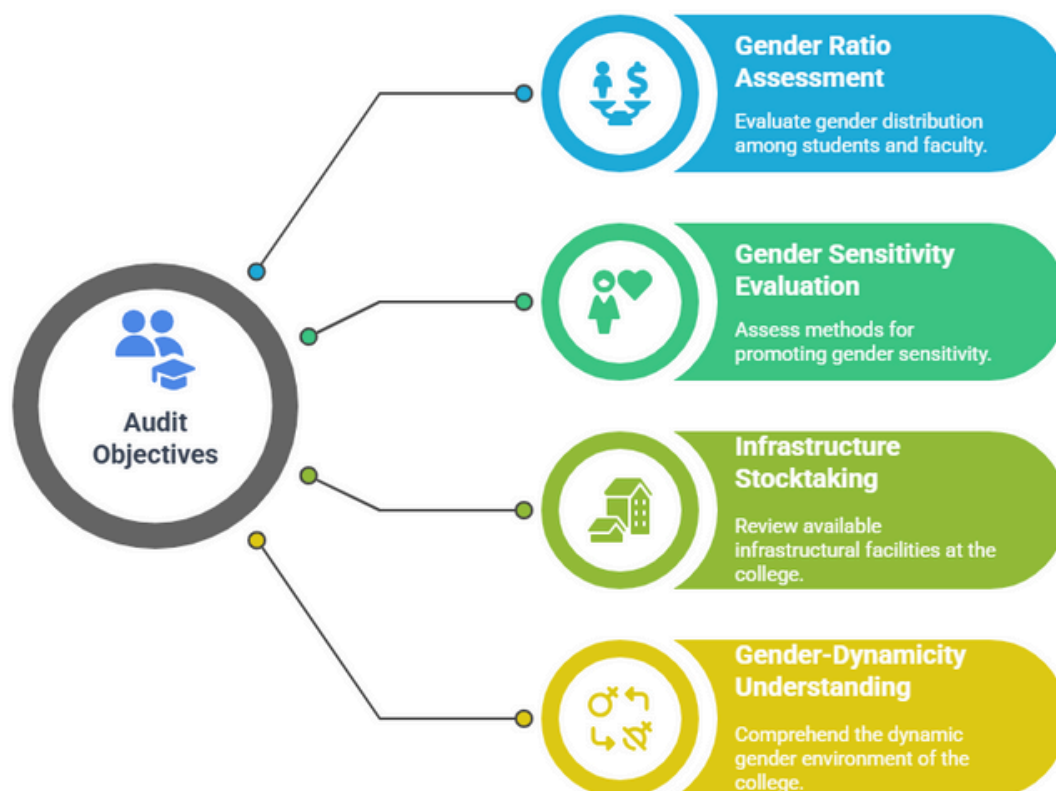
MISSION, VISION AND OBJECTIVE OF THE AUDIT

Mission of the Gender Audit: To promote sensibilities of social inclusivity within the college by carefully analysing the gender ratio of students and staff of the college, the composition of the key functional committees, initiatives of the college to spread awareness in the campus against sexual and emotional harrasment of students and staff, and the overall environment of the college. It aims to ensure that all students, faculty, and staff, regardless of gender, have equitable opportunities, treatment, and access to facilities, support, and decision-making.

Foundations of Gender Equality



Vision of the Gender Audit: To create and foster a gender-just, inclusive, and empowering educational environment where each individual is respected, gender stereotypes are challenged, and equal participation and leadership are encouraged across all levels of college life.





QUANTITATIVE ANALYSIS

Data Regarding Students, Teaching and
Non-Teaching Staff
&
Composition of Committees
(Excluding Women's Cell and ICC)

GENDER RATIO OF STUDENTS OF THE COLLEGE



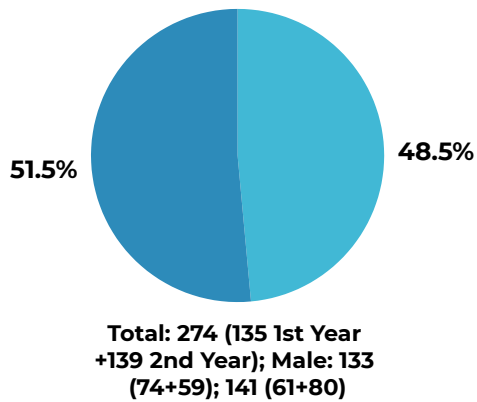
Female



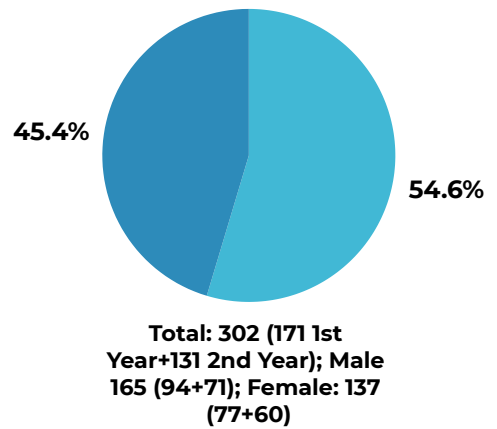
Male

HIGHER SECONDARY WING

2023-2024

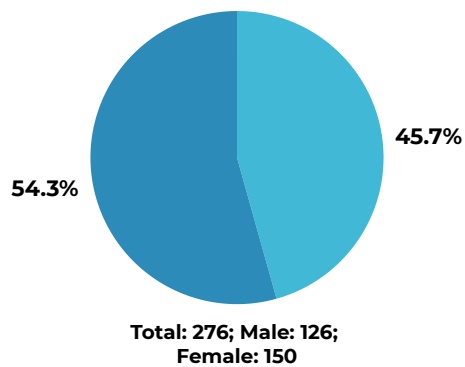


2024-2025

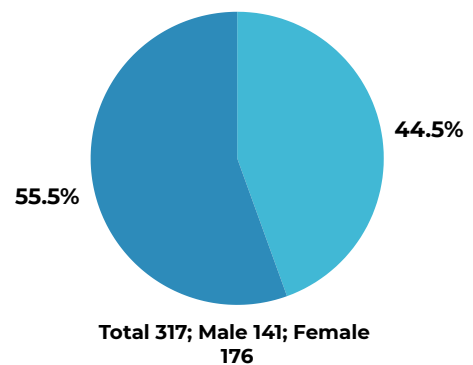


UNDERGRADUATE WING

2023-2024



2024-2025



GENDER RATIO OF THE PERMANENT STAFF MEMBERS OF THE COLLEGE



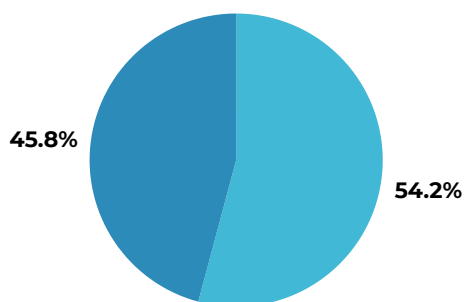
Female



Male

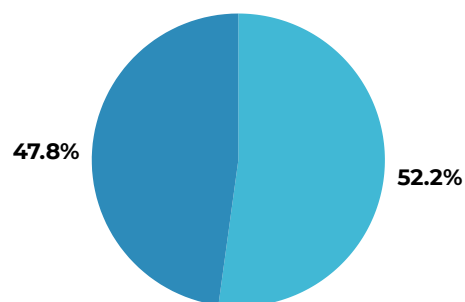
TEACHING STAFF (Excluding Principal)

2023-2024



Total 24; Male 13; Female 11

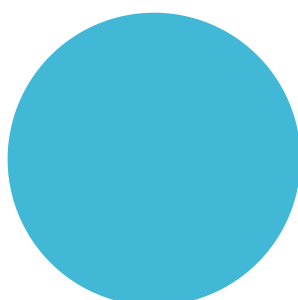
2024-2025



Total 23; Male 12; Female 11

NON-TEACHING STAFF (Including Principal)

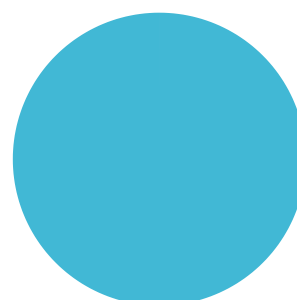
2023-2024



100%

Total 10; Male 10; Female 0

2024-2025



100%

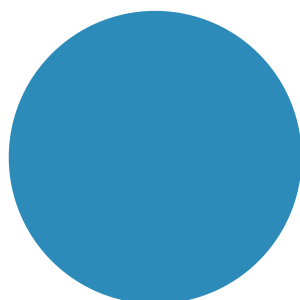
Total 7; Male 7; Female 0

GENDER RATIO OF THE CONTRACTUAL STAFF MEMBERS OF THE COLLEGE



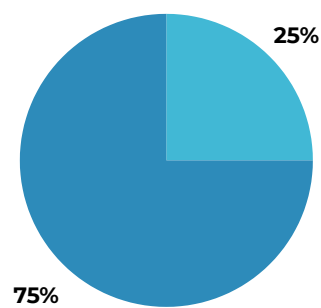
GUEST FACULTY

2023-2024



100%
Total 3; Male 0; Female 3

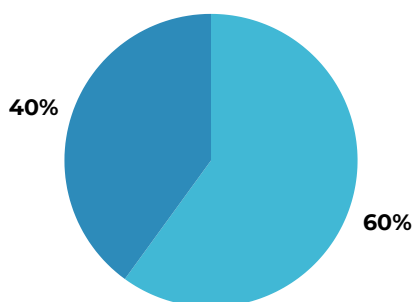
2024-2025



75%
Total 4; Male 1; Female 3

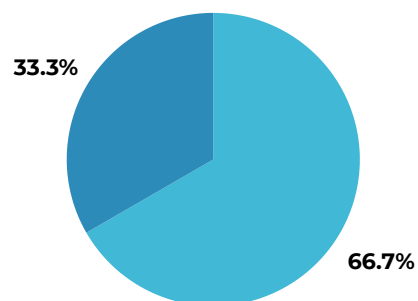
NON-TEACHING STAFF

2023-2024



Total 5; Male 3; Female 2

2024-2025



Total 6; Male 4; Female 2

COMPOSITION OF COMMITTEES : JULY 2023- JUNE 2025

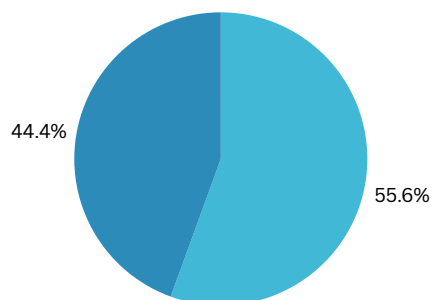


Female



Male

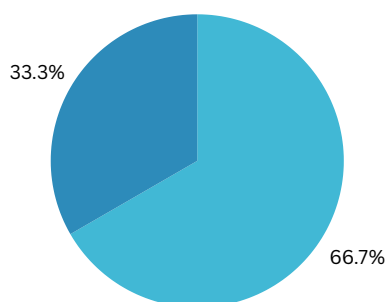
ACADEMIC COMMITTEE



Total: 9, Male: 5, Female: 4

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Rupjyoti Boruah
Members: Pranjit Boruah, Pranati Boruah,
Rijumoni Saikia, Pranjal Borah, Gunamoni Boruah,
Prasanta Dutta, Pallabi Devi

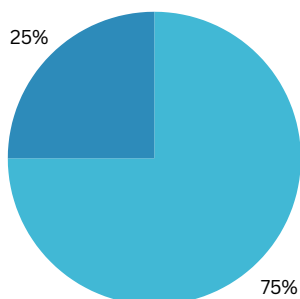
GRIEVANCE REDRESSAL CELL



Total: 6, Male: 4, Female: 2

Chairperson: Mr Khirod Khanikor
Member Secretary: Mr Parashmoni Saikia
Teacher Members: Dr. Pranjal Borah, Ms Gita
Hazarika, Mr Champha Wangsu
Student Member: Ms Junmoni Bhattacharyya

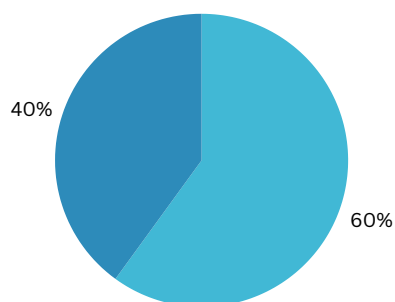
NEP TASK FORCE



Total: 4, Male: 3, Female: 1

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Coordinator: Romen Kalita
Members: Pranjal Borah, Ms Rupjyoti Boruah

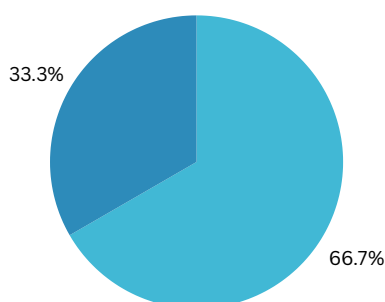
COMMITTEE FOR IMPLEMENTATION OF DU-FYUGP UNDER NEP 2020



Total: 10, Male: 6, Female: 4

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Vice Chairperson: Rupjyoti Boruah
Member Secretary: Dr. Romen Kalita
Members: Pranjit Boruah, Pranati Boruah,
Rijumoni Saikia, Pranjal Borah, Gunamoni Boruah,
Prasanta Dutta, Pallabi Devi

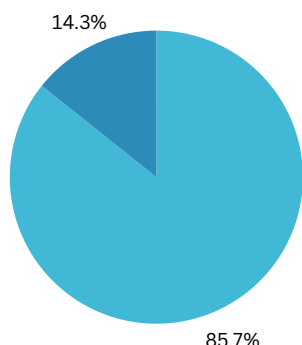
HS ADMISSION COMMITTEE 2023-24



Total: 6, Male: 4, Female: 2

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Vice Chairperson: Rupjyoti Boruah
Convener: Dr. Pranab Chetia
Members: Dr Pranjit Boruah, Dr. Swapnali Borah
Mr. Prabhat Saikia

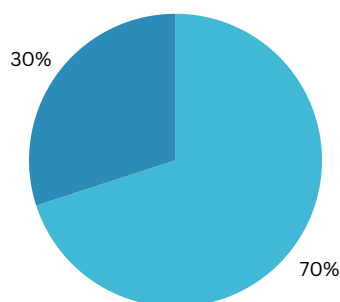
COMMITTEE FOR SAMARTH E-GOVT. SUITE



Total: 7, Male: 6, Female: 1

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Nodal Officer: Dr. Romen Kalita
Convener/Coordinators: Dr Pranjal Borah
Mr. Prabhat Saikia, Snigdha Bhaswati
Dr Aditya Saikia, Mr. Biraj Das

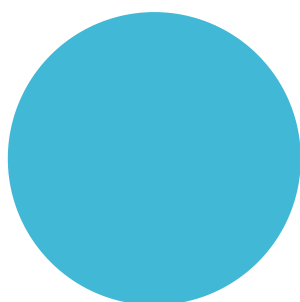
LIBRARY COMMITTEE



Total: 10, Male: 7, Female: 3

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Dr. Pranjit Boruah
Members: Dr. Aditya Saikia, Mr. Biraj Das , Dr.
Erani Mohan, Dr. Pallabi Devi, Snigdha Bhaswati,
Mr. Bikhipta Saikia

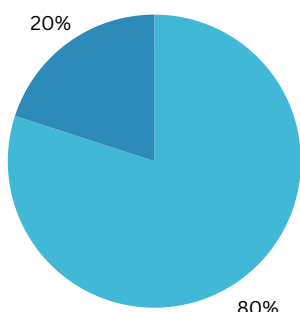
NATURE CLUB



100%
Total: 7, Male: 7, Female: 0

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Mr. Prasanta Dutta
Members: Mr Parashmoni Saikia, Dr. Aditya
Saikia, Ms Champha Wangsu, Mr. Bikhipta Saikia,
Mr. Dharma Kanta Borah

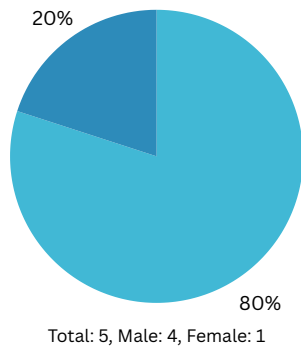
HEALTH AND SANITARY CLUB



Total: 6, Male: 5, Female: 1

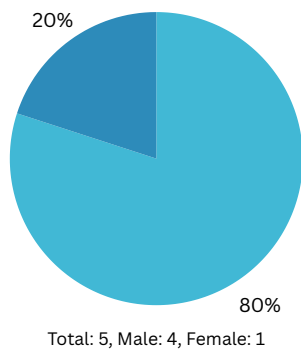
Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Dr. Pranjal Borah
Members: Dr. Pranab Chetia, Ms. Gita Hazarika
Mr. Pramod Borah

RTI COMMITTEE



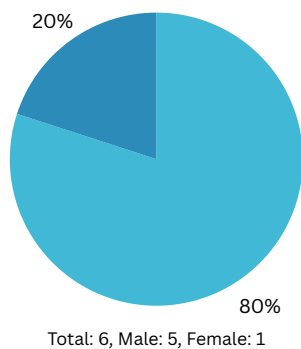
Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener- Dr. Pranab Chetia
Members- Dr. Romen Kalita, Mr. Bikhpta Saikia
Ms Snigdha Bhaswati, Mr. Prabhat Saikia

CAMPUS MAINTENANCE AND BEUATIFICATION COMMITTEE



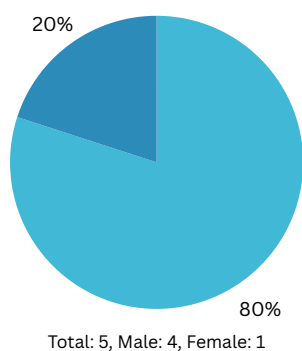
Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Mr. Khirod Khanikor
Members: Ms. Pronoti Boruah
Mr. Dharma Kanta Borah, Mr. Prabhat Saikia

PURCHASING COMMITTEE



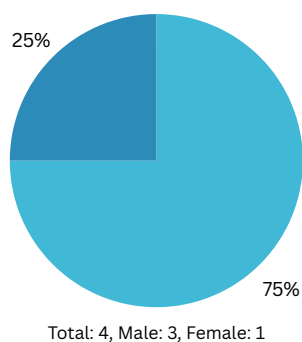
Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Mr. Khirod Khanikor
Members: Mr. Parashmoni Saikia, Dr. Pranjal Borah, Dr. Romen Kalita, Mr. Prabhat Saikia, Mr. Madhurya Kalita

SC/ST COMMITTEE



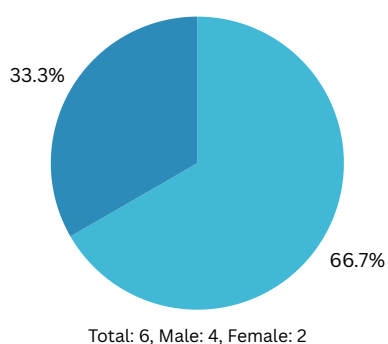
Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Ms. Gita Hazarika
Members: Mr. Champha Wangsu, Mr. Biraj Das
Mr. Maikel Taye

OBC/MOBC CELL



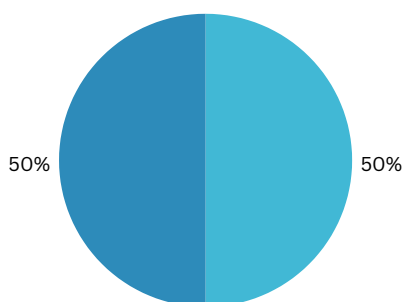
Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener- Dr. Pranab Chetia
Members- Ms Gitamoni Borah, Dr. Aditya Saikia

RESERACH AND DEVELOPMENT CELL



Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Dr. Pallabi Devi
Members: Dr. Arundhati Bhuyan, Dr Pranjit
Boruah
Dr. Pranab Chetia, Dr. Romen Kalita

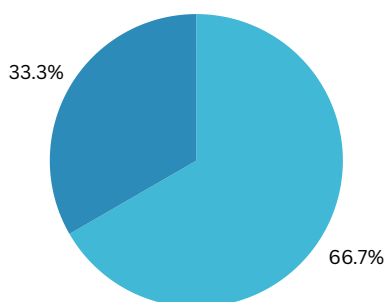
SANKAR-MADHAV STUDY CENTRE



Total: 6, Male: 3, Female: 3

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Convener: Snigdha Bhaswati
Members: Dr. Arundhati Bhuyan, Dr. Swapnali Borah
Mr. Gunamoni Boruah, Dr. Protim Sharma

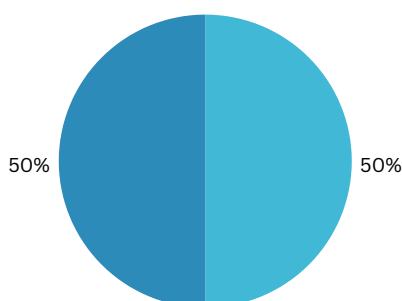
NEWSLETTER EDITORIAL BOARD



Total: 6, Male: 4, Female: 2

Chairperson: Principal, Dr. Ranjit Kr. Boruah
Secretary: Mr. Prasanta Dutta
Members: Ms Snigdha Bhaswati, Dr. Pranjit Boruah, Dr. Swapnali Borah, Mr. Madhurya Kalita

CANTEEN MONITORING CELL



Total: 4, Male: 2, Female: 2

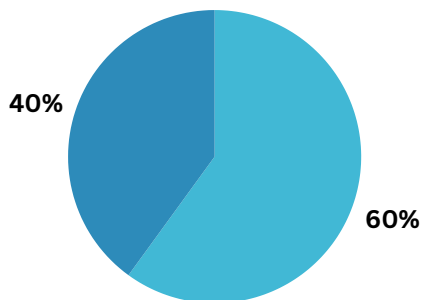
Chief Supervisor: Mr. Parashmoni Saikia
Assistant Supervisor : Ms. Pronoti Boruah, Ms. Gita Hazarika, Mr. Dharma Kanta Borah

Note: Dr. Protim Sharma joined Sibsagar Girls' College as a Principal in April 2024; thereafter his posts in the committees have been vacant.

COLLEGE UNION

Position	2023-24	2024-25
 President	Principal of the College	Supratim Boruah
 Vice-President	Bedanish Dutta	Rahul Taye
 General Secretary	Mrinmoy Neog	Arshis Neog
 Assistant General Secretary	Jayanta Mili	Tribani Saikia
 Cultural Secretary	Jerifa Taye	Amarjeet Bhuyan
 Games Secretary	Manab Jyoti Bori	Kosturi Neog (Outdoor) Krishnamoni Taye (Indoor)
 Magazine Secretary	Pori Kagyung	Princhu Moni Bhuyan
 Social Service Secretary	Supratim Boruah	Beauti Das
 Literary Secretary	Lekhika Neog	Daizy Dutta
 Boys' Common Room Secretary	Prandeep Tamuli	Mridul Hazarika
 Girls' Common Room Secretary	Nirmali Saikia	Jilipriya Mili

2023-2024



**Total Student
Representatives: 10, Male:
6, Female: 4**

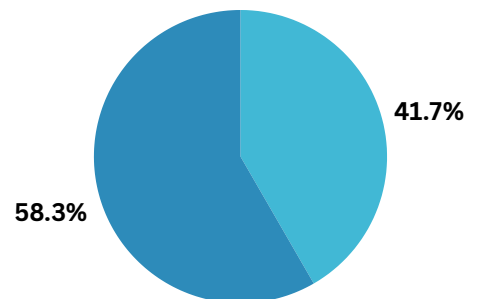


Female



Male

2024-2025



**Total Student
Representatives: 12, Male:
5, Female: 7**

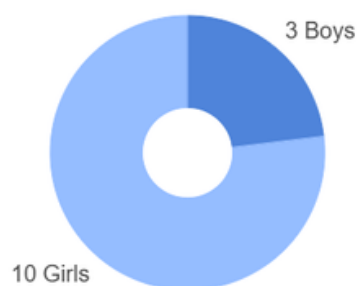
Note: Till 2023, the Principal of the College served in the presiding position of the union to guide and coordinate the union's activities. However, in 2024, it was decided that the students have gained considerable experience and exposure to take up the entire responsibility on their own, and thus the post was made open for student representatives

TOP ACADEMIC PERFORMANCE



From the last academic session (2024), Dikhowmukh College began awarding merit scholarships to the top-performing students from each department in the outgoing batch. There were a total of eleven students, of whom three were boys and ten girls. Of the thirteen students who received these awards, three (all girls) have also secured ranks at the university level. Female students, thus, outperformed male students in the last academic session. This includes the college topper, Priyasmita Borah, from the Department of Education.

Gender Distribution of Students



DATA ANALYSIS

Category	Trend
Permanent Teaching Staff	Gender ratio is balanced, with almost half the staff being female in both the years.
Permanent Non-Teaching	Completely male-dominated. No female employee in this segment.
Non-Permanent Teaching	Strong female presence; small increase in male hire in the second year.
Non-Permanent Non-Teaching	Female staff has remained the same, whereas male hires have increased. The ratio favours males.

STUDENT STRENGTH ANALYSIS:

Higher Secondary Wing

◆ 2023-2024:

Male: Female Ratio - $133/141 \approx 0.94:1$

◆ 2024-2025:

Male: Female Ratio - $137/165 \approx 1.2:1$

Undergraduate Wing

◆ 2023-2024:

Male: Female Ratio - $126/150 \approx 0.84:1$

◆ 2024-2025:

Male: Female Ratio - $141/176 \approx 0.8:1$

The Higher Secondary Wing saw a shift toward male majority in 2024-25 compared to a female majority in 2023-24. The Undergraduate Wing has a consistent female majority in both years. The largest gender gap favouring females is in the Undergraduate Wing (2024-25). Female students outnumber males overall, except in the most recent Higher Secondary batch.

STUDENT UNION & RESULT ANALYSIS:

The union has shifted from a male-dominated balance to a more favourable balance for females from 2023 to 2024. This implies that the number of female student representatives have increased in the college, which in turn would contribute towards involving more young women in the decision-making processes. In the sphere of academic performance, in 2024, female students have outperformed their male counterparts.

COMMITTEE COMPOSITION ANALYSIS:

Roughly every 2 out of 3 committee members are male, which takes the ratio to approximately **2:1**. Since the principal is required to be the nominal head of almost all of the committees, thus a gender analysis of leadership is not feasible here.

Committees with No Female Representation:

Nature Club: 7 males, 0 females

Purchasing Committee: 7 males, 0 females

Balanced Representation:

Disciplinary Committee: 4 males, 4 females

Sankar Madhab Study Centre: 3 males, 3 females

Canteen Monitoring Cell: 2 males, 2 females

Note: Apart from the 18 committees mentioned above, other committees are constituted by the college following government instructions, affiliating university's guidelines, and as per situational requirements at different times, with adequate male and female representations; for instance, such as hostel, disciplinary, construction committees, red ribbon club etc.



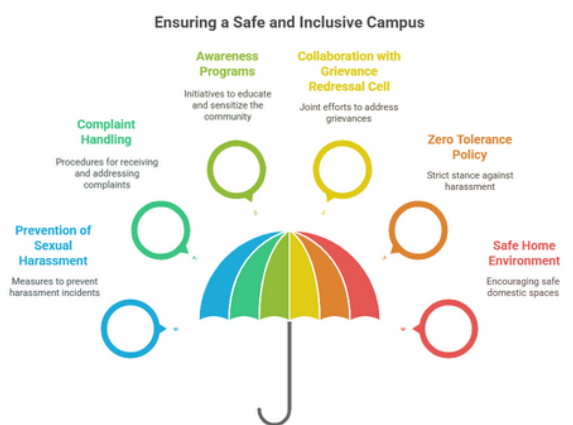
QUALITATIVE ANALYSIS

A concise summary of the gender sensitive activities conducted by various committees of the college, infrastructural facilities, and DMC College Union

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee plays a pivotal role in educational institutions. Constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, or the PoSh Act, this is a statutory body that is required to prevent sexual harassment at the workplace and create a safe and secure professional environment for women. It is also responsible for accepting complaints from employees and students and conducting just inquiries. The ICC of the college has been successful in rendering an inclusive environment in the college, and has a zero tolerance policy towards sexual harassment. Noteworthy is that there have been no such complaints in the college to date. The ICC works in collaboration with the Grievance Redressal Cell to conduct awareness and gender sensitisation drives across the college have been instrumental in ensuring this.

Every year, in January, the ICC and GRC conduct a meeting with the faculty members, reiterating the values of social inclusion and gender justice. The presiding officer of the ICC addresses the students during the annual Freshers' Meet and Orientation Programs for the incoming batches and highlights the importance of a gender-just campus. The officer also outlines the legal implications of committing an act of sexual harassment and the jurisdiction of the committee in such matters. During the Anti-ragging week, the committee members move from class to class to talk to the students and stress the mentioned points. The committee also encourages students to be unafraid of reporting cases of harassment if such situations arise. Without being limited to only the college campus, the Committee also talks to the students about the importance of having a safe home environment and ensuring a domestic sphere free of physical and emotional abuse. The Internal Complaints Committee pledges to continue its pledge of zero tolerance to sexual harassment and is hopeful of its ability to maintain a safe college environment.



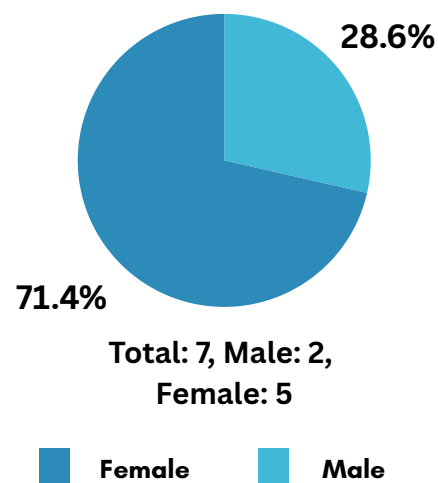
The committee has been constituted in keeping with the legal guidelines. The data for this was not included in the previous section with the other committees, as its position and nature are distinct from the others, and might skew the other results, showing a more favourable gender balance. The following are its members:

Presiding Officer: Rupjyoti Boruah, Vice-Principal, DMC

Staff Members:

Dr. Erani Mohan
Dr. Swapnali Borah
Dr. Rijumoni Saikia
Mr. Prasanta Dutta
Mr. Maikel Taye

External Member: Mrs. Mira Boruah, Social Activist, and Assistant Teacher, Alimur LP School



WOMEN'S CELL

The Women's Cell of the College is the women's wing of the teachers' unit. It comprises all the female faculty members and provides a safe platform for the members to express their concerns, discuss issues and freely interact with one another. Moreover, the Cell also conducts various activities to promote a gender sensitive campus and community, and the wellness of students, especially on the college campus. The current president and secretary of the Cell are Dr. Swapnali Borah and Dr. Pallabi Devi, respectively, both of whom have ensured that the Women's Cell remains vibrant and active. On March 8 every year, the Cell observes International Women's Day with community extension programs. In 2023, the same was organised in Khonamukh Higher Secondary School. Gita Borah and Snigdha Bhaswati, faculty members of the college, deliberated upon the topic 'Digital literacy among women for gender equality.' Staff of the school, along with other women of the Khonamukh region, attended the program and interacted with the members of the Cell. In 2024, the Cell went to the village of Chintamonigarh, where they interacted with the local women and discussed the importance and possible avenues of education for girls. Dr. Arundhati Bhuyan, senior faculty member of Dikhowmukh College, spoke on the topic and initiated discussions. In 2025, International Women's Day was organised with the women of Rupahimukh village in the front yard of the Rupahimukh Janajati High School. Several local women, primarily potters, attended the event and participated in the open discussion. They shared their experiences and struggles and spoke of how they have strived to make their lives more comfortable. The discussion was moderated by Snigdha Bhaswati. The Cell also reaches out to the community on other significant occasions, for instance, in November 2023, it observed Children's Day in 758 Dicial Primary School, with several cultural performances and competitions among the students of the school. The members of the Cell also spoke to the students and teachers about the importance of ensuring a gender-just school environment, with equal opportunities, nutrition and care for all.

Besides this, the Women's cell has also been instrumental in spreading health awareness among the students, with special focus on the health of women. On September 23rd 2023, an awareness program on 'Healthy Lifestyle and De-addiction of Oral Consumables' was organised in association with the Siu-Ka-Pha Hospital. Dr. Neha Dhocholia and Dr. Khushbu Jain spoke to the students about the risks of addiction and its gendered impact. While this trend is observed more among males, it is not absent among females. This not only leads to deterioration of health, but also creates imbalances in family lives and kindles a domino effect on the lives of the women and children. Along with a focus on health, the Cell also promotes the learning of basic self-defence skills by the students of the college. In June 2024, the Women's Cell, in association with the Wushu sports unit of Dikhowmukh College, organised a week-long summer workshop where Mr. Champha Wangsu, faculty of the college, trained female students on techniques of self-defence through martial arts. The Cell attempts to prepare girls to be self-sufficient in all aspects of life, with a special emphasis on financial independence. In March 2024, the Women's Cell collaborated with the Mahindra Pride Classroom Training Program and conducted an awareness and training program among the female students of the college. The program aimed at upskilling the students and instilling a sense of empowerment among them.



Empowering Women Through Community Engagement

March 8, 2023

International Women's Day at
Khonamukh School



September 23, 2023

Health Awareness Program with
special focus on women's health
organised in collaboration with
Siu-Ka-Pha Hospital



November 2023

Children's Day at Dicial Primary
School emphasising the need for
education for all



March 2024

International Women's Day in
Chintamonigarh



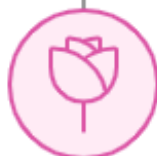
June 2024

Self-Defense Workshop for girls
with Wushu Unit



March 2024

Mahindra Pride Classroom for
girls



March 8, 2025

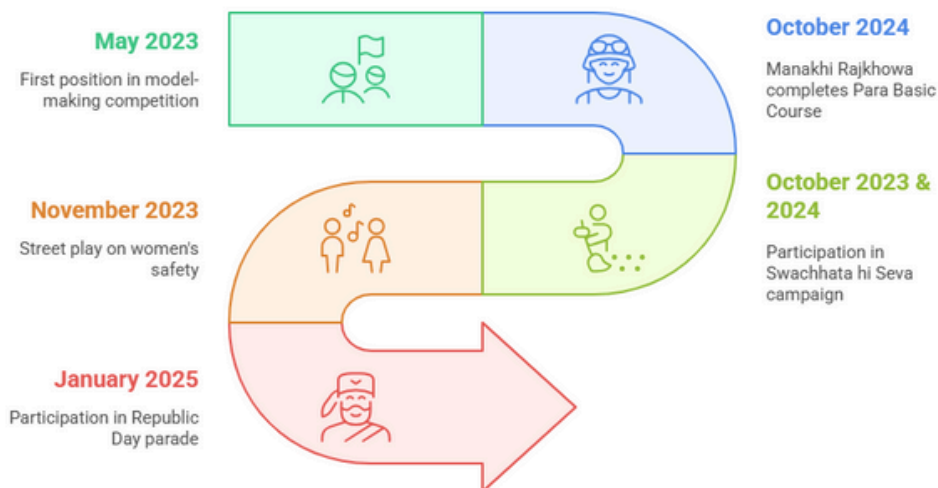
International Women's Day in
Rupahimukh



NATIONAL CADET CORPS

The caretaker officer of the National Cadet Corps unit of Dikhowmukh College is Gita Hazarika. As of now, only the female unit of NCC is active in the college; permission for the male unit has been applied for, and the process is underway. The Gita Hazarika-led unit has been instrumental in taking up a range of activities in the college and community that promote gender sensitivity. The fact that women initiate these, in itself, creates an optical impact among the students and members of the locality. Such participation and activities also instil confidence and determination among the cadets of the unit. In May 2023, the cadets of the college participated in inter-unit debate and science model-making competitions organised on the occasion of 25 years of the Pokhran Nuclear test by the NCC 11th Assam Girls. The college team bagged the first position in the model-making competition and the third in the debate tournament. In October 2024, Manakhi Rajkhowa completed the National Para Basic Course held in Agra. She was one of the few selected students from Northeast India to attend this course. In the same year, cadet Kosturi Neog received NCC scholarship for academic excellence. Besides displaying excellence in academics and NCC-related physical training courses, the cadets undertake community engagement initiatives. In October 2023 and 2004, the girls of the college unit participated in the *Swachhata hi Seva* campaign and initiated cleanliness drives in the college campus and the neighbouring areas. During this, they also spoke to the students and locals of the area on the importance of hygiene, especially for women's health. In November 2023, the cadets performed a street play to mark the occasion of 76th NCC Day, on the issue of women's safety in society. The play was performed in the college premises and outside, in the nearest market centres. In January 2025, cadets from the college participated in the Republic Day parade organised by the District administration in Boarding Field, Sivasagar.

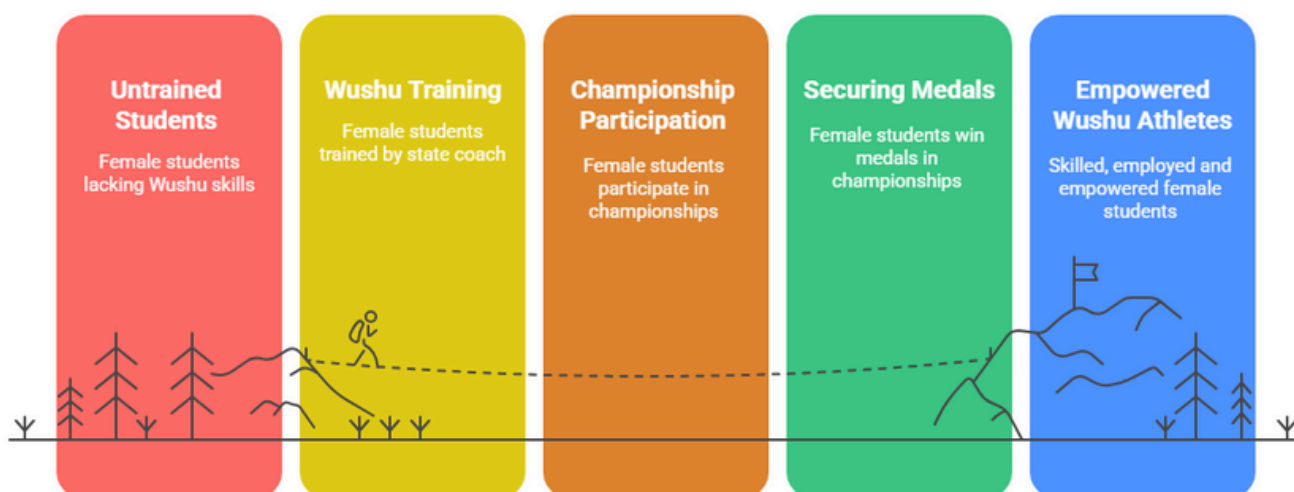
NCC Unit Achievements and Activities Timeline



DMC WUSHU UNIT

The Dikhowmukh College Wushu and Kungfu Unit has been one of the most successful ventures among the students, which has produced excellent Wushu athletes through the years and has attracted students to the college. The heartening news is, half of this unit comprises female students. Currently, there are 25 males and 25 females in the unit, creating a perfect gender balance. Mr. Champha Wangsu, a state-level coach and judge, and a black belt holder in Wushu-Kungfu, trains the students and ensures their participation in various regional, state and national level competitions. In January 2023, the college hosted the Dibrugarh University Inter-College Wushu Championship, in which, among other achievers of Dikhowmukh College, Krishnamoni Taye bagged a gold medal, Arpita Bora and Kalawati Taye won silver medals, and Popi Taye and Manakhi Rajkhowa won bronze medals. Krishnamoni Taye also clinched a silver medal in the Sivasagar District Inter-club Wushu Championship. Prantika Bora won a gold medal along with a prize money of 5000 rupees in the *Ashmita Khelo India* Wushu Women League (Eastern Zone) Championship held in Shillong, Meghalaya in August 2024. In the Dibrugarh University Inter-college Wushu Championship in 2024, held in Sarupathar College, Krishnamoni Taye once again won a silver medal, and Manakhi Rajkhowa bagged a bronze. Rajkhowa won another bronze in the Senior State Wushu Championship, 2024. She also represented Dibrugarh University in the All-India Inter-University Wushu Championship (2024-25) held in Chandigarh University, in February 2025. In April 2025, Nishita Dutta won a gold medal in the 29th Women's All Assam State Inter-District Wushu Championship held in Guwahati. The Wushu unit of the college has been playing a pivotal role in empowering women students and shaping athletes. It has also contributed to making female students employable and opening avenues for earning a livelihood, for instance, Kalawati Taye, an alumna of the college and a Wushu athlete, now coaches students in neighbouring schools to earn a living. She is a government-appointed, contractual self-defence instructor.

Wushu Unit Empowers Students



CAREER GUIDANCE CELL

The Career Guidance Cell is an active body in the college that organises numerous activities to make the students aware of the possible career paths that lie ahead of them and how they can achieve their professional goals in life. The Cell pays special attention to highlighting the work opportunities for female students of the college, to promote a sense of confidence among them and emphasise the importance of financial independence for women. In January 2023, a special career counselling program was held by the Cell, where Dr. Shivam Sakhi, assistant professor of VIT Vellore, was invited as a resource person. He spoke to the students about the need for keeping themselves updated with the recent technological developments, and learning the 21st-century skills to survive the professional sphere today. He further stressed the need for women to keep themselves at the forefront and clinch their space in the world. Prof. Chandan Sharma from the Department of Sociology, Tezpur University, delivered a talk to the students in August 2023. This was organised by the Department of Sociology in collaboration with IQAC and the Career Guidance Cell. Prof. Sharma spoke on the career prospects in Humanities in contemporary times, and once again highlighted the opportunities for women in the sphere. He also spoke about how the men need to provide the scope for women by sharing chores and the load at home. In collaboration with the Takshashila School of Civil Services, the Career Guidance Cell organised a counselling program in August 2023. The program oriented the students in preparing towards Civil Service Examinations, with special focus on women aspirants. In the same month, a seminar on financial literacy was organised by the Cell in collaboration with the Department of Economics, DMC, which outlined the ways to be financially smart and generate opportunities for earning among students. Like in other sessions, this too focused on the significance of the financial empowerment of women. Similar activities also marked 2024, including a Career Development and Psychological Counselling Program organised by Assam Downtown University, under the initiative of the Career Guidance Cell, in collaboration with IQAC and the Department of Education, DMC. The Cell has remained steadfast in its resolve to promote professional skills among female students, making them employable and creating awareness on financial independence among them.




Empowering Students Through Career Guidance With Special Emphasis on Women Empowerment



NSS AND OTHER ACTIVITIES

The college conducts a host of other programs that directly and indirectly promote gender sensitivity and social justice. The NSS unit initiates a range of such activities, including International Youth Day, preparing students for Youth Parliaments held across the district, cleanliness drives, health camps and others. Led by Dr. Aditya Saikia, faculty and program officer of the DMC unit, these activities focus on women's participation and gender justice, among others. The unit encourages female students to take lead and actively engage with all the programs. It is one of the significant platforms in the college that provides a space for female students to take leadership roles and exercise decision-making. Further, the college witnesses overwhelming participation of female students in the different cultural programs organised by the college union. Be it Freshers' social, College Week, or any other such event, female participants dominate the cultural sections. It has also been largely observed that the female students take on more responsibility in implementing these programs and ensuring their smooth completion. Moreover, in July 2003, a special summer *Gumrag* training workshop was organised in the college by the Cultural Department of the Government of Assam. More than fifteen female students participated in the workshop and learnt the basics of *Gumrag* dance. The college encouraged their participation and promoted the importance of garnering expertise in the cultural realm. The Research and Development Cell of the College, the Department of Sociology and the IQAC of the college organised an ICSSR-sponsored two-day National Seminar on *The Spectrum of Gender in India: In the Context of the Transgender Persons (Protection of Rights) Act*. Conducted in a hybrid mode, this seminar witnessed a confluence of numerous research scholars across the country and renowned resource persons. It promoted an academic environment among the faculty and, for the first time among the students of the college, in which the concerns of transgender persons, their rights and identity were discussed. The college has always strived for an environment that fosters gender sensitivity, justice and equitable opportunities for all.

Gender sensitivity and social justice programs

Characteristic	NSS Unit	College Union Cultural Programs	Gumrag Training Workshop	National Seminar
 Focus	Women's participation and gender justice	Overwhelming female participation	Expertise in the cultural realm	Concerns of transgender persons
 Activities	International Youth Day, Youth Parliaments, cleanliness drives	Freshers' social, College Week	Learning basics of Gumrag dance	Academic discussions on transgender rights
 Impact	Provides a space for female students to take leadership roles	Female students take on more responsibility	Encouraged participation and promoted importance	Promoted an academic environment among faculty and students

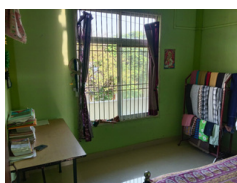
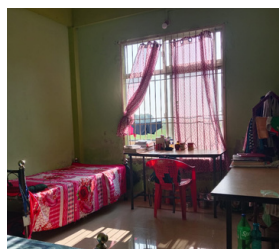


INFRASTRUCTURAL FACILITIES

To build an equitable college environment, accessible infrastructural facilities for all are an essential requirement. The residential facilities of the college comprise a girls' hostel alone, with no such provision for male students. The hostel was constructed with the help of UGC funds, and at the time of construction, the need for a girls' hostel was primary. The idea behind its construction was to facilitate female students from nearby areas, for whom an everyday commute was difficult financially and also from the perspective of safety. The college wished to give priority to its construction, pushing the agenda of accommodation for boys to a later date, in keeping with its policy of equitable opportunities. Here, the distinction between equitable and equal comes into play, especially in the face of limited college resources. While equality provides the same resources and opportunities to all, equity is concerned with identifying the differential circumstances of the people before allocating opportunities, such that the outcome achieved is equal. Given that female students face comparatively more challenging situations in their pursuit of higher education, more favourable resource allocation towards them is justified and necessary. The college found that the participation of women of the area in higher education was being restricted due to the troubles of travelling every day from remote areas such as Shantipur, involving travel through boats, and Bormothauri, Rupahimukh, and other regions from where the roads to the college are potholed and warped. The parents were unwilling to send their daughters due to the time, cost and associated risk of the daily commute. The same, however, were not articulated as matters of concern for male students, who often travel from these areas without much parental worry. The need for residential facilities for women arose from such concerns.

At present, the girls' hostel has a capacity of 36 students, of which 25 seats are currently occupied. academic session. The residents need to pay a nominal fee of rupees 500 per month for their seats, electricity, water and a cook. Additionally, they run the hostel mess with their own money. There are 6 washrooms on the ground floor and first floor in the hostel, and besides the boarders' rooms, there is one room for the warden. Two water purifiers can be found, one on the first floor and one attached to the dining area, next to the kitchen. The hostel also has two sanitary napkin vending machines and one incinerator, all of which can also be used by day boarders.

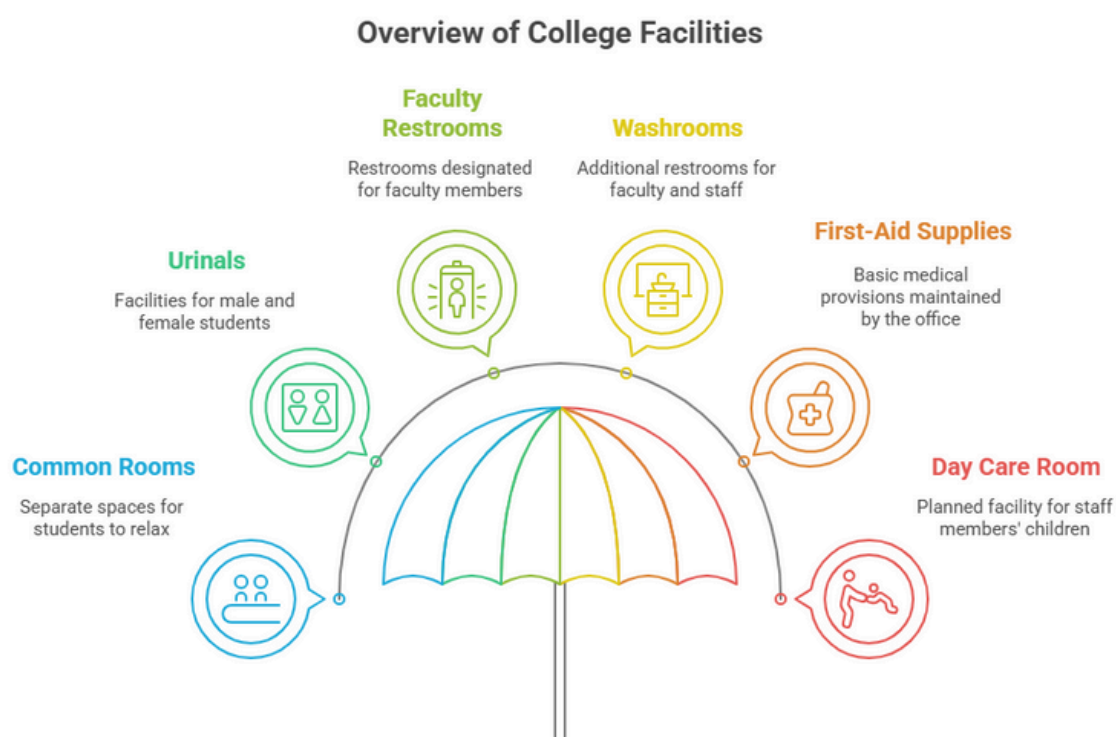
Exploring the Dimensions of Hostel Life



INFRASTRUCTURAL FACILITIES

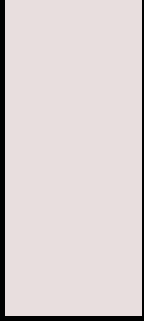
Other associated infrastructural facilities include two separate common rooms for girls and boys, which are made use of in the free hours. These rooms are maintained by designated union members. The girls' common room has attached urinals, however, the same is not to be found in the boys' room. For male students, there are two sets of urinals, one near the auditorium and one next to the Higher Second Year Classroom. Near the auditorium, there is one set of urinals for female students as well. For the faculty members, there are three sets of urinals, each set comprising one male and one female urinal. One of these is located on the ground floor of the classroom block, and one on the first floor. The third set is behind the administrative office, and also includes one lavatory. Additionally, there is another set in the library. There is one washroom behind the Principal's office, which may also be used by other faculty members, and one attached to the Department of Economics. There is no medical room in the college, but the office usually maintains a stock of basic first-aid requirements. There are also no sanitary pad vending or incineration machines outside the hostel on the main campus.

The college has now planned to inaugurate a special room for the day care infants and toddlers of staff members. The room is being prepared and will be open for use by August, 2025. The college hopes to facilitate parents, especially mothers, in caring for their young children during work hours. The idea is to create a stress-free environment for working, wherein the parents would not have to worry about leaving behind their infants and toddlers at home with family supervision.



HIGHLIGHTS OF THIS SECTION:

- **AFFORDABLE RESIDENTIAL FACILITIES FOR FEMALE STUDENTS**
- **TWO SETS OF URINALS FOR MALE AND FEMALE STUDENTS EACH**
- **THREE + ONE SETS OF URINALS COMPRISING SEPARATE FACILITIES FOR FEMALE AND MALE FACULTY MEMBERS FOR DAILY USE**
- **ONE WASHROOM BEHIND THE PRINCIPAL'S OFFICE AND ONE ATTACHED TO THE DEPARTMENT OF ECONOMICS**
- **WORK FOR A SPECIAL INFANT AND TODDLER DAY CARE ROOM UNDERWAY**



OBSERVATIONS & FINDINGS AND RECOMMENDATIONS

Based on the Quantitative and Qualitative Analysis of Data

OBSERVATIONS AND FINDINGS

After a careful analysis of the quantitative data, the gender audit committee has come up with the following observations and findings regarding the gender dynamics of the college.

- It is heartening to see a near-perfect balance in the recruitment of permanent faculty members of the college, wherein the males only marginally outnumber the female faculty. However, the same is not reflected in the composition of the committees. In most of the committees, the males outnumber the females. The Principal of the college is required to be the nominal head, allotting to him the primary leadership role. However, only in six out of the eighteen committees analysed here, the leadership post next to the principal is being occupied by a female faculty member. The balance is the most skewed in the permanent hires of the administrative staff, where all recruits are males, which is, unfortunately, a poor reflection of the gender dynamics. Women appear more in the contractual positions, where, until the most recent session, when a male member was hired, all three of the pre-existing guest faculty members were women. Among the non-teaching staff, too, there are two contractual employees. This reflects that within the college ecosystem, more women are employed informally, which in turn may be attributed to the increased availability of the female workforce for such informal positions.
- Female students outnumber male students in the college, and while it has not been analysed here, the audit committee's inspection has found that female students also tend to outperform their male counterparts in academic performance. Upon interaction with students across departments and batches, it has been found that boys of the locality have a greater propensity to move towards professional courses instead of opting for conventional undergraduate programs. Female students can also be found in leadership roles in the union, in fact, they outnumber males in 2024-25 union body. The college's attempts at creating a gender sensitive campus have been successful to a great extent, which is reflected in the sensibility of the students and their general social outlook. In the audit committee's interaction with the female students, they have asserted that they find the college campus to be a safe space, with no experience of harassment or abuse to date. The same has also been found among the male students. Girls have specifically said that they have inculcated a sense of desire to achieve financial independence. This may be attributed to the success of the general empowering environment in the college.

OVERALL ENVIRONMENT OF A GENDER SENSITIVE CAMPUS IN DIKHOWMUKH COLLEGE

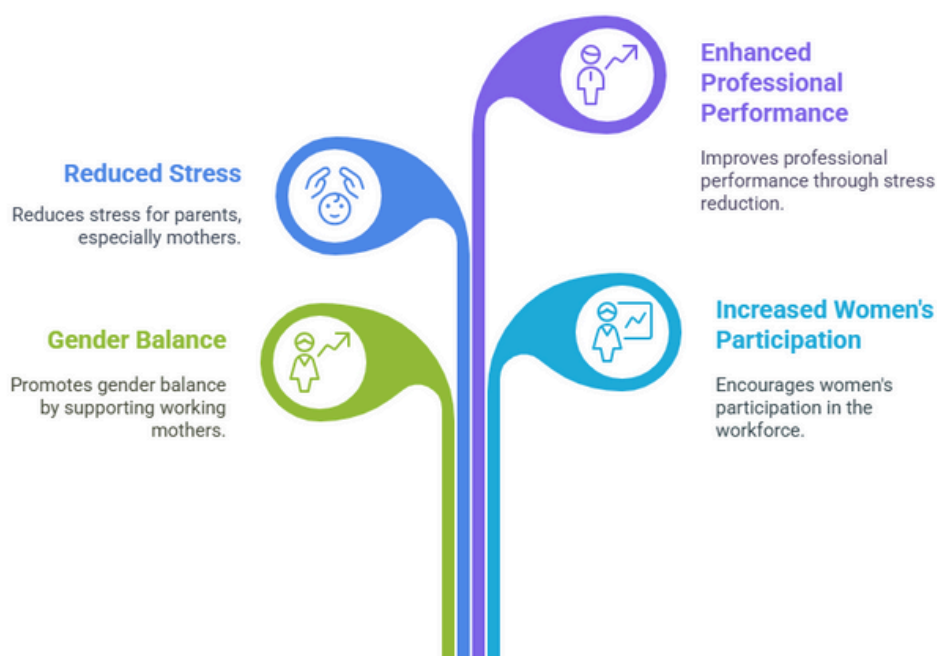


The college has also been trying to inculcate a sense of empathy and inclusion among students as far as non-gender binary and transgender individuals are concerned. While there are no such individuals recorded to be among the faculty or the students, the college has found it necessary to shape the values of students towards inclusion. The ICSSR-sponsored two-day national seminar that was organised in October 2024 was a step towards the same. The students of the college were also encouraged to attend the sessions and enhance their knowledge. Besides, these values are regularly passed on to students during classes and informal discussions with their teachers.

OBSERVATIONS AND FINDINGS

- As per as infrastructural facilities are concerned, a strong need for better lavatories for women has been articulated. There is no functional lavatory facility, and only urinals are available for students in the college, which has been identified as a cause of discomfort. In the hostel, the warden's room does not have an attached washroom, which again has been brought to the notice of the committee. A need for a boys' hostel has also been felt by the students. In our interaction with the Principal and administrative staff, the financial constraints of the college have been highlighted. Limited resources have restricted the provisions despite the willingness of the authorities. There are constant attempts to secure possible grants for the required construction activities.
- The college's decision to construct a special room for the infants and toddlers of the staff members is a significant step towards facilitating gender balance in the workforce and encouraging the participation of women. In our social set-up, where childcare is associated primarily with mothers, having the scope to bring their infants and toddlers to the workplace, where they can be accommodated in the daycare room in the safety of the college premises, would facilitate the parents, especially mothers to remain stress-free and thereby deliver enhanced professional performance.
- Overall, the feedback of the faculty and staff regarding the college environment has been positive. The female faculty members and staff have expressed their sense of security and comfort in the professional set-up, and students, too, have expressed their feeling of safety in the college.

Unveiling the Benefits of Workplace Childcare



SUGGESTIONS OF THE AUDIT COMMITTEE

The audit committee takes cognisance of the financial and situational limitations of a rural higher educational institution such as Dikhowmukh College. The committee would like to appreciate the institution for its constant efforts and continued commitment to achieving gender justice, despite the constraints. There will always be scope to improvise on the existing system of operations and devise mechanisms which would further enhance the gender dynamics of the college. The following are the suggestions of the committee:

The committee suggests that the college –


- Continue its gender sensitisation activities among students that it currently undertakes. These have been instrumental in shaping an inclusive and safe environment.
- Make attempts towards mobilisation of funds for arranging residential facilities for male students, which might encourage more boys to enrol and thereby improve the current gender imbalance in favour of female students.
- Take suitable steps to ensure the provision of adequate lavatory facilities for students and staff, as well as improved sanitation facilities, particularly for women on campus. Sanitary napkin vending machines are available in the hostel; however, similar facilities need to be ensured outside the hostel premises for the easy accessibility of all female students. A stock of sanitary napkins may be made available in the girls' common room under the supervision of the responsible student secretary.
- Look into ways of improving the gender balance in the administrative office to ensure the participation of women in that sector.
- To ensure a more balanced composition of the key committees and equal representation of women in decision-making and leadership roles.
- Continue and expedite the efforts to create consciousness for the inclusion of third gender and non-binary individuals in the college and society at large.

NOTE:

Before presenting this report to the peer team, the internal team of the college has attempted to analyse, observe and identify key areas where it has performed well, and those where it has scope of substantial improvement. Through these recommendations, the audit committee hopes to bring forward a true picture and highlight possible directions towards which future planning can be aimed. The committee hopes that the peer team finds these useful for their assessment process.

DECLARATION OF THE AUDIT COMMITTEE

The Gender Audit Committee hereby declares that Dikhowmukh College has successfully conducted a truthful, and sincere gender audit for the academic sessions 2023-24 and 2024-25.

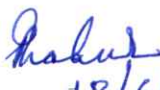

DESIGNATION	NAME	SIGNATURE
Chairperson	Dr. Ranjit Kr. Boruah (Principal)	
Convener	Dr. Arundhati Bhuyan	
Member	Snigdha Bhaswati	
	Gitashree Sharma	
	Dr. Romen Kalita	
	Madhurjya Kalita	
Student Member	Daizy Dutta	
External Expert	Dr. Lutfun Nahar	
Special Invitees	Rupjyoti Boruah	
	Dr. Rijumoni Saikia	
	Dr. Swapnali Borah	
	Gita Hazarika	

RECOMMENDATIONS AND REMARKS OF THE PEER TEAM

- Need for incorporation of the LGBTQIA+ or Transgender community in the analysis.
- There should be a gender neutral washroom.
- Separate questionnaires (anonymous) for faculty, staff and students, for detailed feedback in the future.
- more activities and detailed observations on the part of the ICC.
- Incorporation of academic pass percentages (gender-wise) in the future.
- Incorporation of analysis of the composition of the Governing Body of the college in the future.

DECLARATION OF THE PEER TEAM

The Peer Team hereby declares that Dikhowmukh College has successfully conducted a truthful, and sincere gender audit for the academic sessions 2023-24 and 2024-25.

Name	Signature
Dr. Prapti Mahanta	<div style="text-align: center;">  18/6/25 </div> <div style="text-align: right; font-size: small;"> Dr. Prapti Mahanta Principal, Sarupathar College Sarupathar, Golaghat </div>
Dr. Dipamoni Borthakur	<div style="text-align: center;">  18/6/25 </div> <div style="text-align: right; font-size: small;"> Dr. Dipamoni Borthakur Associate Professor Dr. Dipamoni Borthakur Associate Professor </div>


Signature of Principal with Seal: **Principal/Secretary**
Dikhowmukh College