



## ANNUAL GENDER SENSITIZATION PLAN

### OBJECTIVE

**To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff.**

- Conduct activities like Blood donation camp, AIDS awareness, female foeticide, dealing with post-pandemic, etc in order to give back to the society
- Promoting activities related to health, nutrition, self-defence and entrepreneurship among the female students.
- Conduct workshops related to cybercrime, safety and security in hotels and career enhancement for female students.
- Provide professional counselling to the students.
- Guidance regarding the financial investment for students and staff.
- Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- Mentorship in college to be provided where faculty and students can approach in matters of gender-related issues.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- Balanced gender quota while recruitment.
- Student's code of conduct that promotes gender parity at the governance level.



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GARGAON COLLEGE  
NAAC accredited with 'B' Grade

## AT GARGAON COLLEGE...

Like our students and our society, our understanding of gender issues has been consistently evolving, and we, much like the most progressive sections of our society and elsewhere, have come to understand that addressing gender discrimination issues requires a holistic and focused approach to gender equity that can culminate in collective effort and social mobilization at the grass-root level to bring the desirable change. Thus, we have two Women's cell, one directly under College and another under IQAC, thus two platforms dedicated to the purpose. Both the cells are tasked with addressing the concerns and grievances of the female students and devising ways and means to safeguard their interests in the campus. The cell will also be assigned the task to investigate and identify the ways and means to further strengthen our efforts to promote gender equity and to effectively implement the same. Further, we recognise that gender understood as a binary constructed by the social narrative is an under-appreciation and neglect of the spectrum that individuals often belong to. We recognize that our students hold the potential to be the vanguards of positive social transformation. Thus, to provide them with a holistic education, the cell will be tasked to bring awareness regarding the issues surrounding gender equity and to invigorate a dialogue within the student community. The foregoing will be actualized by organizing Webinars/seminars, special lectures, panel discussions, conferences/paper presentations and workshops time and again. Finally, we recognize that our social responsibilities extend beyond our walls. To proactively and positively influence the social transformation, we intend to form a closer partnership with people, local governments and civil society organizations at the grass-root level. The cell will be responsible for organizing the outreach program to directly participate in the social transformation at the grass-root level, where we, in partnership with people, can work to promote gender equity.



## EXPLORING INSTITUTIONAL DATA

The following table lists the percentage of male and female students and Teachers in 2022-2023:

Department	Male students	Female students	Male Teachers	Female Teachers
Assamese	44	124	2	4
Botany	43	54	1	2
Chemistry	46	38	3	3
Commerce	77	15	3	3
Economics	66	49	3	2
Education	95	113	1	3
English	57	89	4	2
Geography	80	84	3	1
Geology	102	35	1	3
History	56	89	3	1
Mathematics	50	17	1	2
Physics	51	9	4	1
Political Science	73	129	4	0
Sociology	40	146	1	2
Statistics	6	3	0	2
Zoology	22	58	1	3
Total	908	1052	35	34
Percentage	46.3	53.60	50.7	49.2



The data points provided outline the gender distribution among students and teachers in various departments at Gargaon College. Overall, the total number of male students is 762, while female students amount to 893, resulting in a 46.30% male and 53.60% female student ratio. In terms of faculty, there are 35 male teachers and 34 female teachers, reflecting a nearly balanced distribution at 50.72% male and 49.28% female.

Examining departmental details reveals distinct patterns in gender distribution at Gargaon College. Notably, the Sociology department boasts a substantial representation of 146 female students compared to 40 males, showcasing a commendable engagement of women in the field. Similar trend is seen for Political Science and English department. Similarly, the Mathematics department stands out with 50 male students compared to 17 females, indicating a positive trend in male participation. Recognizing these variations provides an opportunity for the implementation of tailored initiatives to further enhance diversity and ensure equal opportunities in both departments. This proactive approach aligns with the college's commitment to fostering a balanced and inclusive academic environment.

The data also indicate variations in the gender composition of teaching staff across departments. For example, the Political Science department has four male teachers and none female, whereas the English department has four male and two female teachers. This points to potential areas for intervention, such as encouraging more gender diversity in the faculty hiring process.

In interpreting these data points, it becomes apparent that a nuanced approach is necessary to address specific gender imbalances within each department. Strategies could include targeted recruitment efforts, mentorship programs, and awareness campaigns tailored to the unique needs of each academic unit. Regular monitoring and adjustment of these strategies will be essential for creating a more equitable and inclusive educational environment at Gargaon College.



## Plan of Action to tackle Challenges of Gender Inequality

- **Conduct a Gender Audit:**

Assess gender disparities in programs, faculty, staff, and policies to establish a baseline for improvement.

- **Implement Gender Sensitization Programs:**

Conduct workshops and training sessions to raise awareness and challenge stereotypes among students, faculty, and staff.

- **Establish a Gender Equality Committee:**

Form a committee representing various stakeholders to create and implement inclusive policies, organize awareness campaigns, and monitor progress.

- **Review and Revise Policies:**

Evaluate and update recruitment, promotion, and harassment policies to eliminate biases and ensure inclusivity.

- **Encourage Diversity in Leadership:**

Actively support women in pursuing leadership roles through mentorship programs and transparent promotion processes.

- **Provide Support Services:**

Establish counseling and support services for individuals facing gender-based challenges, ensuring a safe and confidential environment.

- **Promote Equal Access to Opportunities:**

Monitor and address disparities in academic and extracurricular opportunities, breaking down gender roles in various fields.

- **Engage the Community:**

Foster community engagement through outreach programs, awareness campaigns, and collaboration with local organizations and NCC, NSS and eco-club to impact societal norms.