

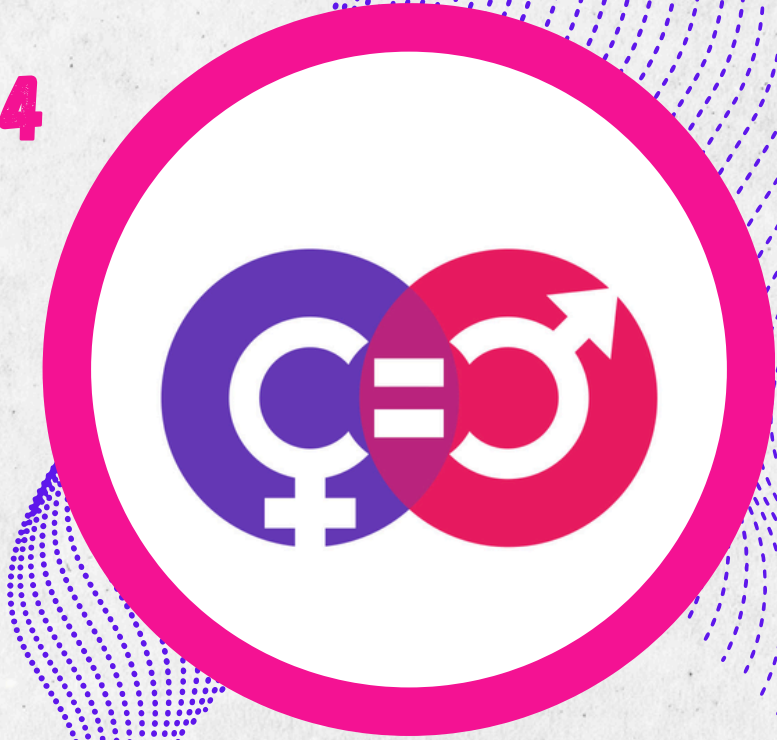


গড়গাঁও মহাবিদ্যালয়
GARGAON COLLEGE

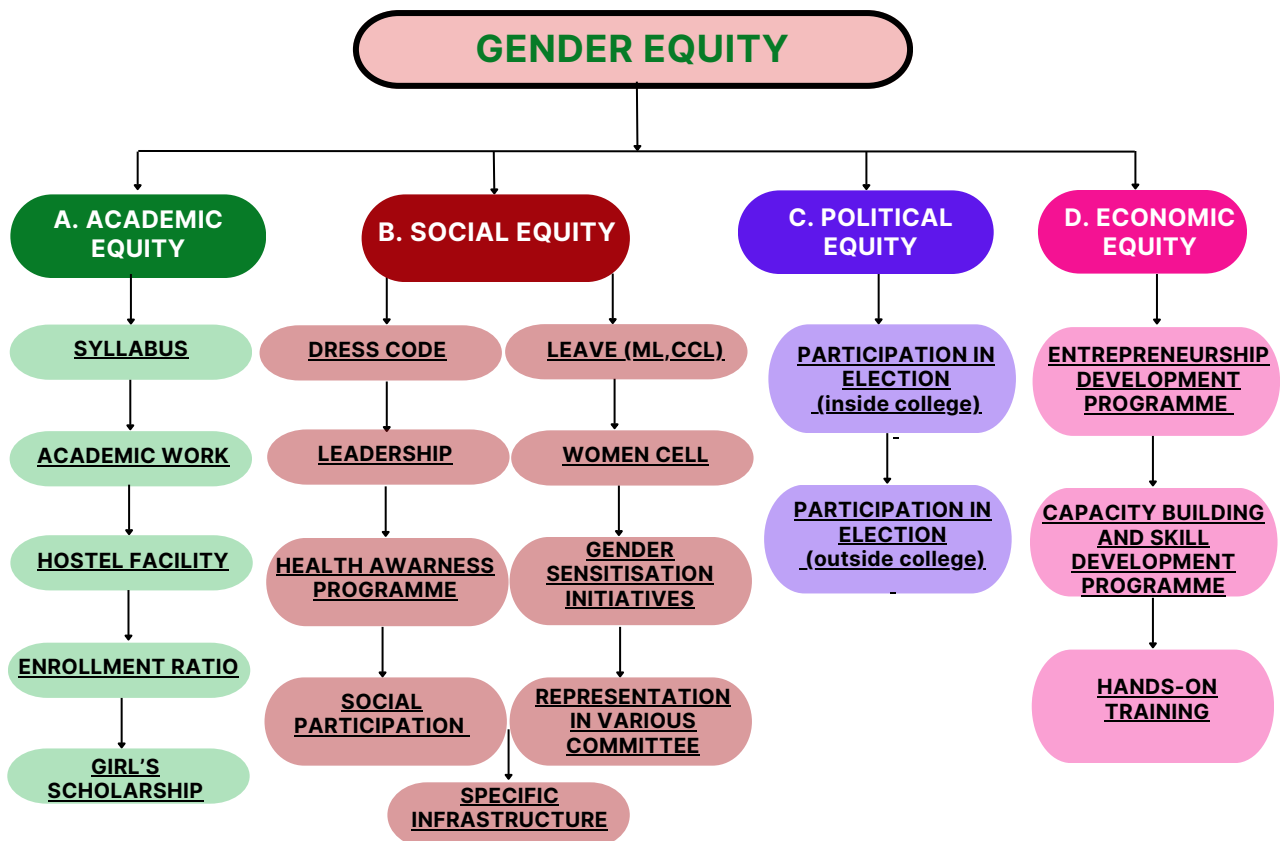
CRITERIA: 7.1.1

**INSTITUTION HAS INITIATED
THE GENDER AUDIT AND
MEASURES FOR THE
PROMOTION OF GENDER
EQUITY DURING THE LAST
FIVE YEARS**

2019 – 2024











ORGANOGRAM DEPICTING GENDER EQUITY AT GARGAON COLLEGE



A. ACADEMIC EQUALITY





A. 1 : SYLLABUS

Gargaon College offers a comprehensive curriculum across various departments which includes an in-depth exploration of women's issues in society. These departments collectively address the multifaceted challenges women face, ranging from social inequalities to political underrepresentation. Through a blend of theoretical knowledge and practical application, students are encouraged to engage with topics like gender discrimination, economic disparities, and cultural barriers. The aim is to foster a critical understanding of these issues, while also highlighting the strategies for women's empowerment, such as education, legal rights awareness, and active participation in governance.

DEPARTMENT/ CELL	SYLLABUS LINK
ENGLISH	
COMMERCE	
ECONOMICS	
GEOGRAPHY	
POLITICAL SCIENCE	
SOCIOLOGY	
EDUCATION	
NSS	

A. 1 : ACADEMIC WORK

At Gargaon College different departments and cells, viz. IQAC, women cells etc., actively organizing seminars, webinars, workshops, hands-on training programs and published Book-Chapters. These initiatives are aimed at promoting gender equality, empowering women, and addressing critical social issues such as child marriage and violence against women. Through these educational and interactive sessions, the college is fostering a culture of awareness and advocacy, contributing to the broader goals of social justice and community development.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	Gender Related Seminars, Books and Articles etc.	
2	Gender Related Seminars and Webinars Organised at Gargaon College	
3	Capacity Building and Skill Enhancement Programs	
4	Career Counselling Programs	

A. 3 : HOSTEL FACILITY

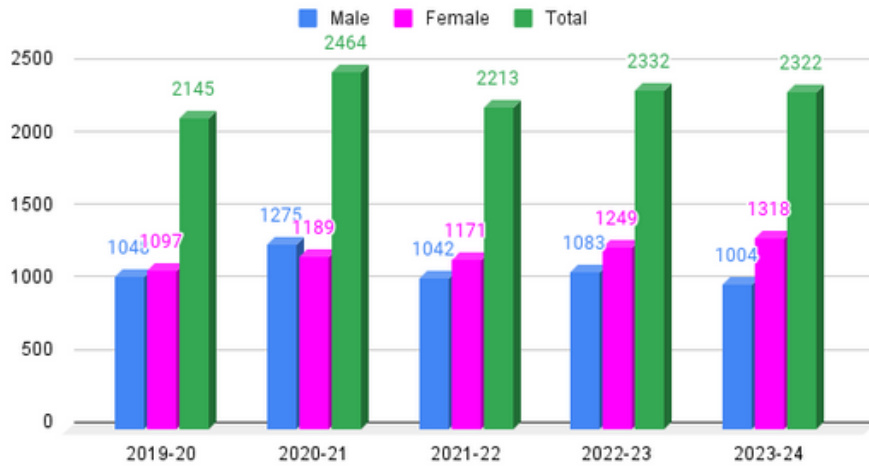
Gargaon College offers a comprehensive hostel facility for 165 female students, ensuring a comfortable and conducive living environment. The hostel is equipped with essential amenities including a consistent electricity supply, access to clean drinking water, divyagan-friendly toile, and a well-stocked library. Additional facilities that promote sustainability and convenience are also available, such as a pad vending machine, a rain-water harvesting system, and a biogas plant. These features collectively create a supportive and resourceful setting for the students' academic and personal growth.



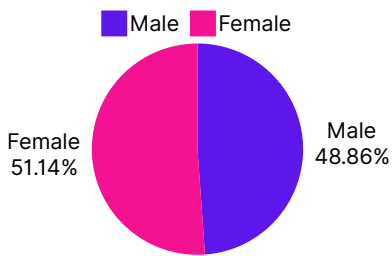
A. 4 : ENROLMENT RATIO

Gargaon College being a premier institution in the region, attracts a diverse group of students from various social backgrounds. With its comprehensive range of disciplines, the college sees a robust enrollment each year, reflecting its reputation as a leading institution. The gender distribution among both students and faculty is commendable, showcasing the college's commitment to inclusivity and equality. This balance contributes to a dynamic academic environment, fostering a culture of mutual respect and intellectual growth.

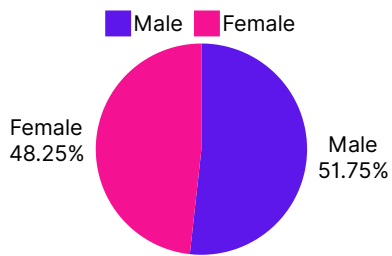
Male and Female Student Enrollment



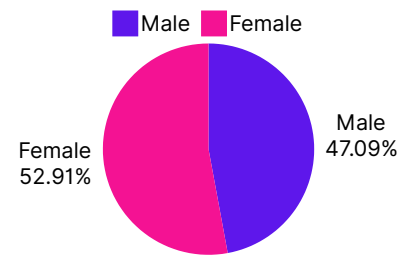
2019-20



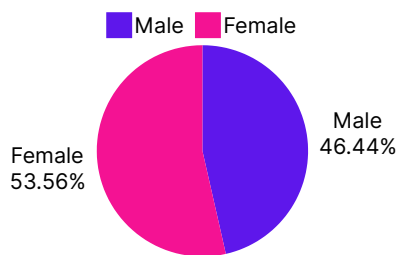
2020-21



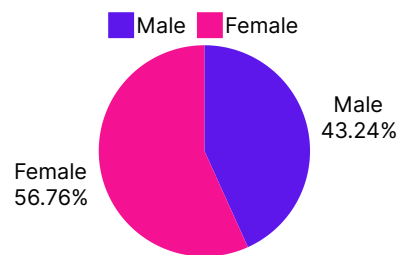
2021-22



2022-23








2023-24



A. 5 : GIRL'S SCHOLARSHIP

Gargaon College stands as a place of equal opportunity, offering a diverse array of scholarships to its meritorious students. The merit-based Assam State Scholarship, Isan Uday Scholarship, along with grants for OBC, ST, and SC students sponsored by the UGC, ensures that financial constraints do not hinder the academic pursuits of any student. This inclusive approach embodies the college's commitment to educational equity, allowing students from varied economic backgrounds to thrive and excel in their academic journey.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	<i>NSP Scholarship 2022-23 (Renewal)</i>	
2	<i>NSP Scholarship 2021-22 (Fresh)</i>	
3	<i>NSP Scholarship 2020-21 (Renewal)</i>	
4	NSP Scholarship 2019-20 (Fresh)	
5	NSP Scholarship 2019-20 (Renewal)	

B. SOCIAL EQUITY



B. 1 : DRESS CODE

At Gargaon College, we are committed to fostering a culture of equality and unity. We understand that significant transformations often begin with small, yet powerful, steps. To this end, we have implemented uniform dress code for all our students, which serves as a symbol of our collective identity and promotes inclusivity amidst diversity. This policy ensures that every student, regardless of background, stands equal among peers, thus reinforcing our belief in the power of unity to ignite societal change.



B. 2 : LEADERSHIP

The active inclusion of women in diverse spheres is essential for fostering gender equality and empowering women. Gargaon College exemplifies this commitment by ensuring women's equal participation across all forums, including student and teacher unions. This equitable representation not only promotes gender parity but also inspires women to envision themselves in varied roles, contributing to their empowerment and the broader societal progress.

SL. NO.	PARTICULAR	RELEVANT LINK
1	Women Teachers in Leadership	
2	Girl Student in Leadership	








**B. 3 : HEALTH AWARENESS
PROGRAMME**

A healthy life is the key for a happy and successful life. Gargaon College committed to this philosophy by hosting a variety of health and awareness programs. These initiatives include observing World AIDS Day and No Tobacco Day, alongside organizing blood donation camps. Such events not only educate but also actively engage the community in making informed choices towards better health, reflecting the college's commitment to fostering a well-informed and health-conscious society.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	Health and Awareness Programs	

B. 4 : SOCIAL PARTICIPATON

Humans are inherently social beings, thriving within the framework of society. It is essential for students to engage with their communities, fostering awareness and growth. Gargaon College exemplifies this through its various units and cells, promoting educational outreach in schools and villages. Additionally, their commitment to preserving heritage is evident in the cleanliness drives organized at nearby archaeological sites, instilling a sense of responsibility and cultural appreciation in the youth. These initiatives are vital for nurturing informed and active citizens.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	Gyanyatra	
2	Women Related Extension Activities, NSS 2023-24	
3	Women Related Extension Activities, NSS 2022-23	
4	Women Related Extension Activities, NSS 2021-22	
5	Extension Activity Department of Commerce, 2024	
6	Extension Activity Department of Commerce, 2023	
7	Free Eye Check-up Camp 2020	



**B. 5 : LEAVE
(MATERNITY, CCL)**

Gargaon College is an inclusive institution that offers equal opportunities for all. It acknowledges the unique needs of women, providing provisions for maternity leave child care leave, medical leave, and earned leave. This ensures that women can pursue their academic and professional goals without compromising their health or family responsibilities. The college's supportive policies foster a nurturing environment where every individual can thrive. A list of leaves granted during July 2019 and October 2024 is attached below.

Sl. No.	Types of Leave	Year: 2024		Year:2023		Year:2022		Year:2020		Year:2019	
		No. of Times Leave Availed	Duration (Days)	No. of Times Leave Availed	Duration (Days)	No. of Times Leave Availed	Duration (Days)	No. of Times Leave Availed	Duration	No. of Times Leave Availed	Duration (Days)
1	Earned Leave	1	7	15	156	22	177	4	59	5	64
2	Child Care Leave	2	30	2	106	2	10			2	228
3	Maternity Leave	1	180	1	180	2	459				
4	Medical Leave					2	100				






B. 6 : WOMEN CELL

Gargaon College is dedicated to women's empowerment through its 'Women Cell'. This pivotal entity serves as the collective voice for women at the institution, advocating for their interests and concerns. It actively organizes a variety of events such as seminars, webinars, and workshops, all aimed at enhancing the well-being of women. These initiatives not only support women's academic and professional growth but also foster an environment of equality and respect within the college community.

SL. NO.	PARTICULAR	RELEVANT LINK
1	Women Cell Report 2023-24	
2	Women Cell Report 2022-23	




**B. 7 : GENDER SENSITIZATION
INITIATIVES**

Gargaon College has been proactive in promoting gender sensitization through a series of seminars and workshops. Celebrating International Women's Day, the college not only honors women's achievements but also fosters discussions on gender equality. Entrepreneurship workshops and soft skill programs are organized to empower students with the skills needed to thrive in the professional world. Additionally, the college encourages participation in games and sports, promoting physical well-being and teamwork among all genders. These initiatives reflect the college's commitment to creating an inclusive and supportive educational environment.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	Promotion of Gender Equity 2023-24	
2	Promotion of Gender Equity 2022-23	
3	Promotion of Gender Equity 2021-22	
4	Promotion of Gender Equity 2020-21	
5	Promotion of Gender Equity 2019-20	

B. 8 : REPRESENTATION IN VARIOUS COMMITTEE

At Gargaon College, the representation of women across various platforms is a testament to the institution's commitment to gender equality. Women hold influential positions in the student union, serving as professors in charge of key portfolios. They are integral members of the research committee, driving innovation and scholarly excellence. Their voices are heard in the publication committee, shaping the discourse and academic output. In the realm of digital advancement, women lead the website development committee, ensuring an inclusive online presence. Through the mentorship committee, they empower the next generation, while the student welfare committee benefits from their unique perspectives on student needs and well-being. This diverse involvement highlights the college's progressive stance on women's active participation in shaping the educational experience.

SL. NO.	PARTICULAR	RELEVANT LINK
1	Women Teachers, IQAC Committees	
2	Women Teachers, Different Committees	
3	Student Representatives in Different Committees	

B. 9 : SPECIFIC INFRASTRUCTURE

Gargaon College is dedicated to creating a nurturing environment for its female students and faculty, highlighted by its specialized facilities. The Girls Hostel provides safe and cozy living spaces that encourage community and a sense of home. For leisure and camaraderie, the Girls Common Room is available, while the exclusive Common Room for female faculty members offers a private and convenient setting for professional duties. The on-site Day Care Centre supports female staff in balancing work with motherhood. Together, these provisions enrich the campus life, fostering an atmosphere of wellness and equal opportunity.



GIRLS' HOSTEL



SEPARATE MALE-FEMALE TOILET



**TEACHERS'
COMMON ROOM**








**GIRLS'
COMMON ROOM**

C. POLITICAL EQUITY

C. 1 : PARTICIPATION IN ELECTION (INSIDE COLLEGE)

Gargaon College fosters a dynamic political environment by offering students the opportunity to engage in the political process. Annually, the institution conducts student union elections, empowering young leaders to experience governance firsthand. This initiative not only cultivates political awareness but also instills a sense of responsibility and democratic values among the student body. Through this electoral platform, Gargaon College contributes to shaping the future of political leadership.

SL. NO.	PARTICULAR	RELEVANT LINK
1	Gargaon College Student Union: 2023-24	
2	Gargaon College Student Union: 2022-23	
3	Gargaon College Student Union: 2021-22	
4	Gargaon College Student Union: 2020-21	
5	Gargaon College Student Union: 2019-20	

**C. 1 : PARTICIPATION IN ELECTION
(OUTSIDE COLLEGE)**

The women faculty members of Gargaon College exemplify a commendable blend of academic and civic engagement. Beyond their on-campus responsibilities, they actively participate in the democratic process, taking on critical roles such as Presiding Officers, Polling Agents, Master Trainers, and Material In-charges during national and state elections. Their involvement in these political activities underscores the importance of educators in shaping and upholding the pillars of democracy. By balancing their educational duties with these significant societal roles, they not only contribute to the smooth functioning of the electoral process but also serve as inspiring role models for their students, encouraging active citizenship and community involvement.

SL. NO.	PARTICULAR	RELEVANT LINK
1	Appointment Letters	

D. ECONOMIC EQUITY

D. 1 : ENTREPRENEURSHIP DEVELOPMENT PROGRAMME

Gargaon College recognizes the importance of entrepreneurship in shaping innovative minds, which is why it organizes programs. This hands-on approach not only equips students with technical skills but also fosters an entrepreneurial mindset. Complementing this, the college hosts various creative competitions, including salad and cake making, hairstyling, and rangoli competition, which further encourage students to explore and develop diverse talents, nurturing their entrepreneurial spirit.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	Entrepreneurship Development Programme	

**D. 2 : CAPACITY BUILDING AND SKILL
DEVELOPMENT PROGRAMME**

In today's dynamic world, skill acquisition is not just beneficial; it's essential for success. Recognizing this, Gargaon College has launched several comprehensive skill development programs in partnership with esteemed organizations. This initiative is designed to equip students with a diverse set of skills, preparing them for the challenges of the modern workforce and fostering a lifelong journey of learning and personal growth. Through this program, Gargaon College aims to empower individuals to unlock their full potential and thrive in their chosen careers.

SL. NO.	NAME OF THE PROGRAMME	RELEVANT LINK
1	Capacity Building and Skill Enhancement Programs	

D. 3 : HANDS-ON TRAINING

Recognizing the importance of practical skills, Gargaon College offers hands-on training in Art & Craft, pickle, sweet, and cake making, candle making, green tea production, traditional food making, and embroidery. These programs aim to enhance students' employability and self-sufficiency. By bridging the gap between theory and real-world application, the college fosters a learning environment that emphasizes skill acquisition for personal and professional success.

