



## **GENDER AUDIT**

### **Gender Audit: An Introduction**

*a. An Introduction of the Institution.*

Govt. Hrangbana College, located in Chanmari in the city of Aizawl, was established in July 1980. The College was christened after Mr. HRANGBANA (Late), one education-minded and prominent businessman who generously donated a sum of Rupees one lakh to start the college from scratch.

The College was upgraded to the Deficit Grant-in-Aid Status in 1985 and finally became a Government College in 2003. It was affiliated to NEHU, Shillong, and at present is under the Mizoram University.

Govt Hrangbana College, a premier institution of higher learning, is a co-educational institution affiliated to Mizoram University and is situated in a prime location of Aizawl, with various prominent residential societies and commercial ventures in its proximate neighbourhood.

*a. What is a Gender Audit?*

As per the guidelines of the Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College with an objective to Prevent Sexual Harassment of any gender at the college. Various seminars, Guest Lectures, and workshops are organized throughout the year to teach the students about their rights and laws and to fight against any kind of sexual harassment. A gender audit is a tool to check and assess the institutionalization of gender equality in organizations, including in their policies, programs, projects, and/or provision of services, proceedings, etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular? UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike". On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, wartime sexual violence, the gender wage gap, and other oppression tactics.



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• *Constitution of Gender Audit Committee:*

Sl. No.	Name	Designation	Institution
1.	Dr. H.Lalzidinga	Chairman	Principal, Govt Hrangbana College
2.	Prof. Lalbiakzuali	Vice-Chairman	Coordinator IQAC, Govt Hrangbana College
3.	Lianzami Kiangte	Internal Member	Asso. Prof, Dept. of English, GHBC
4.	Dr. B. Lalfakawmi	Internal Member	Asso. Prof, Dept. of Political Science, GHBC
5.	Dr. Rohmingliani	Internal Member	Asso. Prof, Dept. of Economics, GHBC
6.	Marie Zodinpuui	Internal Member	Asso Prof, Dept of Public Administration, GHBC

a. *Constitution of Objective of Audit Exercise:*

Gender Audits are designed to assess and promote gender mainstreaming and gender equality within an organization or institution. Here are the primary objectives of conducting a Gender Audit:

- **Assessment of Gender Mainstreaming:** To evaluate the extent to which gender mainstreaming principles have been incorporated into the educational policies, programs, projects, and practices.
- **Identification of Gaps:** To identify gaps and challenges in the promotion and implementation of gender equality within the institution.
- **Capacity Building:** To increase the awareness and understanding of gender issues among staff and stakeholders, thereby strengthening their capacity to address these issues.
- **Improvement of Institutional Culture:** To promote a more inclusive, equitable, and diverse organizational culture that values the contributions of all its members.



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- **Enhancement of Effectiveness:** To ensure that gender considerations enhance the efficiency and effectiveness of the Institution's operations and interventions.
- **Compliance and Accountability:** To ensure that the organization is compliant with national and international gender-related commitments, laws, and standards, and to provide a mechanism for accountability.
- **Formulation of Actionable Recommendations:** To offer evidence-based recommendations for the institution to enhance its gender-responsive practices.
- **Engagement and Participation:** To foster broader engagement and participation of staff and stakeholders in gender-related discussions and decision-making processes.
- **Review and Monitoring:** To provide a baseline for future audits and evaluations, allowing the institution to monitor its progress over time.
- **Strengthening Partnerships:** To reinforce collaboration with gender-focused entities and stakeholders, both internally and externally.
- **Promotion of Good Practices:** To identify and highlight best practices related to gender equality within the institution that can be scaled up or replicated.
- **Risk Management:** To identify potential risks related to gender inequalities and devise strategies to mitigate or address them.

In essence, the overarching objective of a Gender Audit is to ensure that gender equality is embedded in the very fabric of an institution, influencing its culture, operations, and outcomes in a way that benefits all its members and stakeholders.



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## Gender Wise Distribution:

a. Table 2.1 Gender-wise detail of total Students in the college

Sl. No	Year	Total	Male	Female	M%	F%
1.	2018-19	1860	923	937	49.6%	50.4%
2.	2019-20	1810	898	912	49.6%	50.4%
3.	2020-21	1985	950	1035	47.9%	52.1%
4.	2021-22	2209	1173	1037	47.9%	53.1%
5.	2022-23	2179	982	1198	45.0%	55.0%

b. Table 2.2 Gender-wise detail of teachers in the college

Sl. Noo	Year	Total	Male	Female	M%	F%
1.	2018-19	84	37	47	44%	56%
2.	2019-20	76	32	44	42.1%	57.8%
3.	2020-21	83	34	49	40.9%	59%
4.	2021-22	81	32	49	39.5%	60.4%
5.	2022-23	80	31	51	38.7%	63.7%

c. Table 2.3 Gender-wise detail of non-teaching staff in the college

Sl. No	Year	Total	Male	Female	M%	F%
1.	2018-19	16	10	6	62%	48%
2.	2019-20	16	10	6	62%	48%
3.	2020-21	16	10	6	62%	48%
4.	2021-22	16	10	6	62%	48%
5.	2022-23	16	10	6	62%	48%



## **Gender sensitization Initiatives:**

### **a. Gender balance within the institution**

### **a. Gender sensitization initiatives**

#### **1. Curriculum Inclusiveness:**

- Inclusive Curriculum: The institution maintains a curriculum that incorporates diverse perspectives and addresses gender-related issues. In the syllabus, there is inclusion of course materials and case studies reflect gender equality and sensitivity.

#### **1. Co-Curricular Activities:**

- Diverse Cells and Committees: There are various cells and committees that are formed to focus on gender equity and inclusivity like the Equal Opportunity and Women Development Cell, Internal Complaints Committee, and Grievance Redressal Cell. These cells and committees organize awareness campaigns, workshops, and events related to gender sensitivity and equality.
- Inclusive Sports and Recreational Activities: Ensure that all students have access to sports and recreational facilities and programs, regardless of gender. Promote mixed-gender sports teams and activities that challenge traditional gender roles.
- Gender Sensitization Workshops: Organize workshops and seminars aimed at raising awareness about gender-related issues. Important days like International Women's Day, Denim Day, and Women Mentoring Program are organized to name a few.
- Self-Defence training: Programs on Self-Defence Program for women are organized to educate women on basic self-defense techniques and to give them knowledge on safety.
- Gender Equality Goals: Aligned with broader frameworks like the United Nations' Sustainable Development Goals, especially Goal 5 which is about achieving gender equality. There are facilities within the campus

#### **3. Facilities for Women:**

- Safe and Accessible Restrooms: Ensure that the campus has clean and safe restrooms accessible to women, including those with specific needs, such as those for people with disabilities. A Sanitary Pad dispenser is also installed in the restroom.
- Security Measures: Implement security measures with surveillance cameras.



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- Women's Health Services: Offer on-campus health services where a nurse is available, including counselling and access to mental health resources that address the unique needs of women.
  - Hostel Facilities for women: There is provision for women's accommodation.
- a. Number of gender equity promotion programs organized by the institution within the last 5 years

2018-2019				
Year	Name of the workshop/ seminar/ conference	Number of Participant s	Date From – To	Link to the Activity report on the website
2018	National Workshop on Counselling Skills and Meditative Relaxation (AMR)	45	21st November	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/awareness-meditative-relaxation.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/awareness-meditative-relaxation.pdf</a>
2019	Programme on Drugs Abuse Prevention	300	18th March	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/drug-abuse-prevention-1.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/drug-abuse-prevention-1.pdf</a>
2019	Seminar on Stress Management	127	8th April	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/Stress-Management.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/Stress-Management.pdf</a>
2019	Seminar on Nutrition and Fitness	120	8th April	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/nutrition-and-fitness.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/nutrition-and-fitness.pdf</a>
2019	Workshop on First Aid Skills	127	10th April	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/workshop-on-First-Aid-Skills.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/workshop-on-First-Aid-Skills.pdf</a>
2019	Success Story and the Impact of Goal Setting	127	12th April	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/success-and-impact-of-goal-setting.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/success-and-impact-of-goal-setting.pdf</a>
2019	Potentials and Opportunities in Entrepreneurship	127	15th April	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/Potentials-and-Opportunities-in-Entrepreneurship.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/Potentials-and-Opportunities-in-Entrepreneurship.pdf</a>



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2019-2020				
2019	Special Seminar on Motivational Empowerment and Improvement	60	3rd September	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/Motivation-1.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/Motivation-1.pdf</a>
2019	Seminar on "Working Together to Prevent Suicide"	53	10th September	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/working-together-to-prevent-suicide.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/working-together-to-prevent-suicide.pdf</a>
2019	Three Day Training on Self Defense for Women	150	9th-11th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/Three-day-women-delf-defense.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/Three-day-women-delf-defense.pdf</a>
2019	Laying Foundation for Successful Life Career	60	22nd October	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/seminar-on-nationalism-and-laying-foundation-for-a-successful-life.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/seminar-on-nationalism-and-laying-foundation-for-a-successful-life.pdf</a>
2019	Flower Arrangement and Marketing	65	23rd October	<a href="https://ghbcmz.in/wp-content/uploads/2022/10/Skill-Development-Programme-on-Flower-Arrangement-and-Marketing.pdf">https://ghbcmz.in/wp-content/uploads/2022/10/Skill-Development-Programme-on-Flower-Arrangement-and-Marketing.pdf</a>
2019	Workshop on Career Advancement : Start Early and Explore	43	28th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/career-awareness-start-early-and-explore.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/career-awareness-start-early-and-explore.pdf</a>
2019	Seminar on 'A Way to Success'	68	28th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/a-way-to-success-Mizo-Dept.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/a-way-to-success-Mizo-Dept.pdf</a>
2019	Workshop on Special Education- People with Disability	57	28th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/workshop-on-special-edn.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/workshop-on-special-edn.pdf</a>
2020	Special Lecture on 'Females in Pu Rokunga's Poetry'	54	27th January	<a href="https://www.youtube.com/shorts/NYFtCOo74tU">https://www.youtube.com/shorts/NYFtCOo74tU</a>
2020	Five- Day Certificate Course on Self Defense for Women	62	10th-14th February	<a href="https://ghbcmz.in/wp-content/uploads/2023/09/self-defense.pdf">https://ghbcmz.in/wp-content/uploads/2023/09/self-defense.pdf</a>
2020	Lecture on Role of Female in Zikpuii pa Novel	50	22nd February	<a href="https://www.youtube.com/shorts/2jii6Gr-sMU">https://www.youtube.com/shorts/2jii6Gr-sMU</a>



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2020-2021				
2020	Mental Health Webinar Series, No2 Let's break the stigma against Mental Health	234	17th October	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf</a>
2020	Mental Health Webinar Series No 4 Life Skills: Importance in the New Normal	220	7th November	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf</a>
2020	Women's Mentoring Programme	50	10-11 November	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/Womens-Mentoring-Programme.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/Womens-Mentoring-Programme.pdf</a>
2020	Mental Health Webinar Series No 5 Mindfulness and Self Care	209	14th November	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf</a>
2020	Mental Health Webinar Series No 6 Mind-Body Relationship for Mental Health	228	21st November	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/Mental-health-webinar-series.pdf</a>
2020	Career Guidance for Students: Preparation for Life	180	23rd November	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/PDP-Preparation-for-life.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/PDP-Preparation-for-life.pdf</a>
2021	Awareness on Women's Rights	214	8th March	<a href="https://ghbcmz.in/wp-content/uploads/2022/03/Awareness-on-Womens-Rights.pdf">https://ghbcmz.in/wp-content/uploads/2022/03/Awareness-on-Womens-Rights.pdf</a>





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2021-2022				
2021	Empowering Through Traditionally Inherited Skill Enhancement	114	2nd July	<a href="https://ghbcmz.in/wp-content/uploads/2023/06/Empowering-through-Traditionally-Inherited-Skill-Enhancement.pdf">https://ghbcmz.in/wp-content/uploads/2023/06/Empowering-through-Traditionally-Inherited-Skill-Enhancement.pdf</a>
2021	Online Training in Counseling and Mental Health	274	7th July	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Report-on-Counselling-and-mental-health.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Report-on-Counselling-and-mental-health.pdf</a>
2021	The Power of Reading	404	7th July	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Power-of-Reading.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Power-of-Reading.pdf</a>
2021	Life Skills	305	8th July	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Report-on-Life-skills.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Report-on-Life-skills.pdf</a>
2021	Softskills for Entrepreneurship	100	14th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/06/softskill.pdf">https://ghbcmz.in/wp-content/uploads/2023/06/softskill.pdf</a>
2022	Webinar on Folk Dances of the Mizo: Preserving and Vitalising Mizo Folk Dance	36	26th January	<a href="https://ghbc.edu.in/uploads/attachments/2023/07/b745bfdefaa849e6badc0908d51c440c/mizo-folk-dances.pdf">https://ghbc.edu.in/uploads/attachments/2023/07/b745bfdefaa849e6badc0908d51c440c/mizo-folk-dances.pdf</a>
2022	Webinar on International Mother Language Day	312	21st February	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Mother-Language-Day-Report-1.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Mother-Language-Day-Report-1.pdf</a>
2022	Webinar on 'Opportunities of Education for People with Disabilities in Higher Education	201	8th March	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Opportunities-for-People-with-disabilities-in-higher-educatiom.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Opportunities-for-People-with-disabilities-in-higher-educatiom.pdf</a>
2022	International Webinar on 'Break the Bias' (Theme for International Women's Day)	106	8th March	<a href="https://ghbc.edu.in/uploads/attachments/2023/07/52ae788b91761596a5f957c55df96c8c/womens-day.pdf">https://ghbc.edu.in/uploads/attachments/2023/07/52ae788b91761596a5f957c55df96c8c/womens-day.pdf</a>
2022	Seminar on Studying Abroad	104	17th March	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Studying-Abroad.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Studying-Abroad.pdf</a>
2022	Seminar on Spiritual Well- Being	70	21st March	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Workshop-on-Spiritual-Well-Being.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Workshop-on-Spiritual-Well-Being.pdf</a>
2022	Webinar on Positioning Oneself for Career Success	275	12th April	<a href="https://ghbcmz.in/wp-content/uploads/2023/06/Webinar-Report-on-Positioning-oneself-for-career-success.pdf">https://ghbcmz.in/wp-content/uploads/2023/06/Webinar-Report-on-Positioning-oneself-for-career-success.pdf</a>



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2022-2023				
2022	Training on Introduction to Indian/ American Sign Language	82	July-Dec	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/ASL-ISL.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/ASL-ISL.pdf</a>
2022	One Day Special Lecture Mizo Cultural studies	96	19th August	<a href="https://ghbcmz.in/wp-content/uploads/2023/08/Cultural-Studies.pdf">https://ghbcmz.in/wp-content/uploads/2023/08/Cultural-Studies.pdf</a>
2022	Sensitization Seminar on Special Education VI	120	19th August	<a href="https://ghbcmz.in/wp-content/uploads/2023/08/Sensitization-Seminar-on-Special-Education-VI.pdf">https://ghbcmz.in/wp-content/uploads/2023/08/Sensitization-Seminar-on-Special-Education-VI.pdf</a>
2022	Seminar on sensitization of Job Opportunities for Students	50	31st august	<a href="https://ghbc.edu.in/uploads/attachments/2023/07/c715b02d82c16ffbead9845481b18f2d/seminar-on-sensitization-of-job-opportunities.pdf">https://ghbc.edu.in/uploads/attachments/2023/07/c715b02d82c16ffbead9845481b18f2d/seminar-on-sensitization-of-job-opportunities.pdf</a>
2022	World Suicide Prevention Day	153	10th September	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/World-Suicide-Prevention-Day.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/World-Suicide-Prevention-Day.pdf</a>
2022	Freedom Fest on Entrepreneurial Opportunities for Mizo Youth	210	29th September	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/freedom-fest-report.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/freedom-fest-report.pdf</a>
2022	Skill Development and Entrepreneurship	151	30th September	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Skill-Development-and-Entrepreneurship-1.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Skill-Development-and-Entrepreneurship-1.pdf</a>
2022	Lecture on Entrepreneurship	50	6th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Special-Lecture-on-Entrepreneurship.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Special-Lecture-on-Entrepreneurship.pdf</a>
2022	Seminar in Observance of Mental Health Day	50	10th October	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Mental-Health-Day.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Mental-Health-Day.pdf</a>
2023	Seminar in observance of International Mother Language Day	71	21st February	<a href="https://ghbcmz.in/wp-content/uploads/2023/08/Mother-Language-Day.pdf">https://ghbcmz.in/wp-content/uploads/2023/08/Mother-Language-Day.pdf</a>
2023	Awareness Programme For Girls Defence Trainees On Pocso Act,2022	23	12th June	<a href="https://ghbcmz.in/wp-content/uploads/2023/07/Girls-Self-Defense.pdf">https://ghbcmz.in/wp-content/uploads/2023/07/Girls-Self-Defense.pdf</a>



## **Summary and Conclusion:**

### **a. Progress towards gender equity:**

Progress towards gender equity has been a long and ongoing journey that spans various aspects of society, from politics and economics to education and culture. While significant strides have been made in recent decades, there is still much work to be done to achieve true gender equity. Here, we'll explore some key areas of progress and the challenges that remain.

### **b. Conclusions**

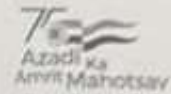
The analysis shows that gender equity goals and objectives are included in all the policies, and programs of the college. The staff also reported that they have no problems related to gender criteria. The gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by the management and staff of the college and they do have gender-sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value setup. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

### **c. Recommendations:**

- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.
- More programs on awareness and sensitization of Gender Equity have to be organized.
- Female students should be encouraged to take up leadership roles in the student body.



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 Aizawl : Mizoram  
 Internal Member  
 Gender Audit Committee  
 Asso. Professor  
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