

**DHENKANAL AUTONOMOUS
COLLEGE, DHENKANAL,
ODISHA-759001**



Internal Quality Assurance Cell (IQAC)

**GENDER AUDIT REPORT
(2022-2023)**

AUDIT TEAM MEMBERS

- 1. Dr. Manjulika Nayak**
- 2. Dr. Nirlipta Swain**
- 3. Dr. Shasmita**

IQAC COORDINATOR

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DHENKANAL AUTONOMOUS COLLEGE, DHENKANAL



INTRODUCTION

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. A gender audit is a tool to assess and check the institutionalization of gender equality in organizations, including their policies, programs, projects and/or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is that public policy impacts men and women differently. The variance stems from the different roles of women and men in the family and the lower economic status of women.

The purpose of a 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? The second rationale for conducting a gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities. The rationale for undertaking a gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities. Gender Audits allow organisations to set their own houses in order, and change aspects of the organizational culture which

discriminate against women staff and women “beneficiaries”. As a method for gender mainstreaming, gender audits help organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organization. Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

The Gender Audit undertaken by the IQAC, Dhenkanal Autonomous College intended to enquire into the gender stability within the institution.

OBJECTIVES OF THE GENDER AUDIT EXERCISE

- To identify the areas of gender imbalance and to recognize their cause as well as bridge the gap.
- To check that there shall not be any kind of discrimination on the basis of gender.
- To join hands with IQAC, Anti-ragging Committee, Anti-Harassment Committee and Internal Complaint Committee for creation of gender sensitization.

- To assess the college's efforts and capacity to prevent sexual harassment and ragging
- To take active steps to establish a gender balance in decision making processes in all areas of the college activities.
- To know the representation of women in decision-making bodies
- To identify the gender gap between men and women students, research scholars and faculty in enrolment and empowerment
- To understand gender sensitivity and practices in curricular and extracurricular activities of the college.
- To create social awareness about the problems of women and gender discrimination in particular.

METHODS ADOPTED BY GENDER AUDIT

In order to meet the above objectives, the Gender Audit Committee combined physical inspection with a review of relevant documentation and interviews. Physical inspection was carried out by the Gender Audit Committee in the College campus. The committee also undertook the task of reviewing all the relevant documents and standards. The study also relies on secondary data collected from Annual reports, Newsletters and College Academic Calendar. The committee also conducted brief interviews with students and staff of the college.

The audit process involves collection of data, analysing policies, programmes and data to assess the extent of Gender Equality and balance. The data was collected between 2022 and 2023.

GENDER SENSITIVE FEATURES

As part of physical verification, the Gender Audit Committee during its visit to College surveyed several amenities that College makes available keeping in mind the specific needs of both male and female members of its campus.

a. Access to Common Facilities without any discrimination: The common facilities like entrance gates, parking facility, corridors, staircase, library facility, canteen, drinking water facility, sports facilities are freely accessible to all genders without any discrimination.

b. Maintenance of safety/ security of students particularly female students in the college campus: The college ensures the safety of the college students for which handful numbers of CCTV are installed in Class rooms, Library, Administrative building, Hostel, Portico areas and two numbers of Security guards and one Night-watchman are employed by the colleges. College follows zero tolerance for any kind of teasing. Issues of eve teasing of girl students inside campus are severely dealt with by the college administration.

c. Facility of Ladies Common Room with enclosed Wash Room: The College has made a provision for a Ladies Common Room. This room serves

to provide the essential privacy to all female students. The ladies common room is equipped with all the basic necessities for female students like tables, chairs, large mirror, dust bin and wash room enclosed. A coin operated sanitary napkin vending machine is also made available in the ladies common room.

d. Seating arrangement in class rooms and laboratories: Separate seating arrangements are provided for both girl and boy students taking into consideration of the numerical strength of both male and female students. For smooth conduction of practicals, arrangements were made in the laboratories that both the female and male students could comfortably conduct the same without any inconvenience.

e. Availability of separate Hostel facilities for male and female students:

The College has a Women's Hostel that can accommodate 160 girl students. The hostel was built essentially for the sake of those girl students who have difficulty in commuting to college because of scarce transport facilities. The hostel could further provide safety and security to girl students who otherwise have to take the trouble of daily travel hassles. To maintain gender equality, college also provides accommodation facility to boys in hostels. Currently college has only one girls hostel "Upasana chatrinivas" with 160 capacity and only one boys hostel "Kapilasa chatrabasa" with 180 capacity.

f. Separate washroom facilities for Females and Males: At all the three different blocks of the College, wash room facility is provided separately for males and females in the college campus. The wash rooms are provided with sufficient water supply and are maintained hygienically.

g. Anti-Ragging and Discipline Committee: The College has constituted Anti Ragging and Discipline Committee as part of the UGC mandatory committee. The College prospectus clearly states about the anti-ragging policy of the college. Anti ragging cell has been constituted by the college which aims to keep a vigil and stop the incidence of ragging to ensure zero tolerance for ragging. The officials of the cell make regular inspection in the prominent places of the college and hostels to make the campus a ragging-free zone. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging related incidents can access the committee. The committee has student representatives from all genders.

h. NSS Unit: The College has a very active NSS unit with equal representation of male and female students. The NSS unit through its practical participation in social issues provides them the most needed social awareness. It also gives them the first-hand opportunity to serve the society with selfless desire. As such it prepares them with knowledge of burning social issues and the social action as a remedy for the social evils. Students also learn the importance and

benefits of pro-social behaviours like volunteering, mentoring, civic responsibilities and environmentally responsible behaviours.

- i. Prevention of Sexual Harassment with Anti-harassment cell:** As an institution of higher education engaged in teaching, research and promotion of knowledge, the College takes its responsibility in sensitizing its students about all forms of discrimination and harassment, especially sexual harassment on College campus. Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which includes a right to a safe environment free from sexual harassment. Whereas the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all forms of discrimination against Women, which has been ratified on the 25th June 1993 by the Government of India. The same act of parliament received the assent of the President on 22nd April, 2013 and is hereby published for general information - The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (No.140f 2013). The college constituted an Anti-Harassment cell to deal with complains of harassment particularly sexual harassments.
- j. Self-defence training:** There is a provision for providing self-defence training to female students under the Orissa State Youth Policy, 2013. Such

kind of trainings would teach the girls the basic steps of self-defence. At least, one such training is being conducted by college annually.

k. Gender neutral policies of College: The college has always believed in adopting a gender neutralisation policy which is reflected in usage of gender neutralisation language for documentation. Similarly, the college favours equal representation of female faculties in administration. The college follows a fair policy in allotment of duties, administrative responsibilities, leaves, usage of financial assistance if any to the teaching and non-teaching staffs of college without any gender discrimination. For allotment of staff quarters or usage of staff common room, the college administration follows zero discrimination policy. In pursuance with Government orders, the college provides female faculties to avail Maternity leaves and male faculties to avail Paternity leaves.

l. The college also conducts several co-curricular activities where male and female students compete without any discrimination. In sports, same games were played separately for both male and female students for a fair representation. Moreover, to encourage female students for pursuing higher education, tuition fees are waived off by college alongwith provision for providing financial assistance in form of scholarships to under privileged meritorious female students.

GENDER SEGREGATED DATA ANALYSIS OF STUDENTS

I. Admission data

Admission data for UG students

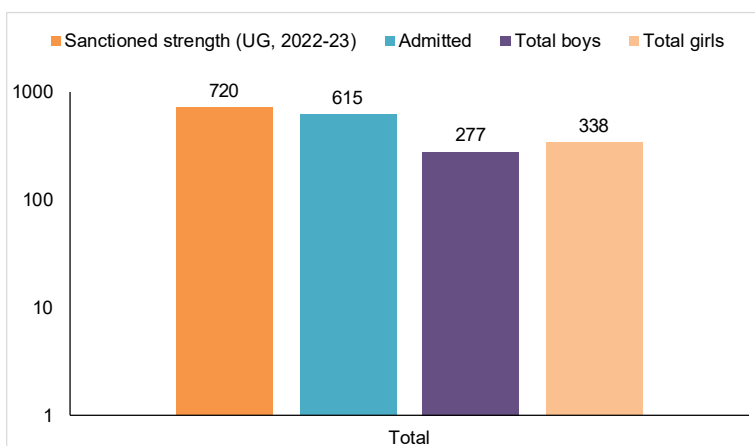


Figure 1: Gender wise details of total sanctioned strength and students admitted in UG courses during the session 2022-23 in the college. The above figure shows total sanctioned strength in UG courses and the total, male and female students admitted into the UG courses. The number of female students taking admission in UG courses is more than male students.

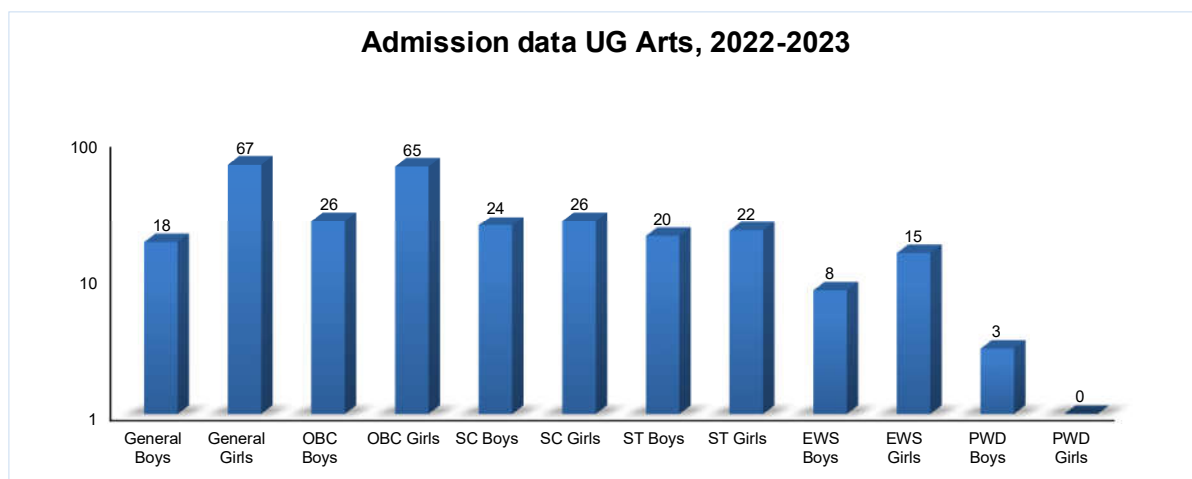


Figure 2: Gender wise details of total male and female students admitted in UG Arts courses in the college. The above figure shows details of total male and female students admitted in UG Arts courses under different categories such as General, OBC, SC, ST, EWS, and PWD, during the session 2022-23 in the college. The number of female students taking admission in UG Arts courses is more than male students in all categories except PWD.

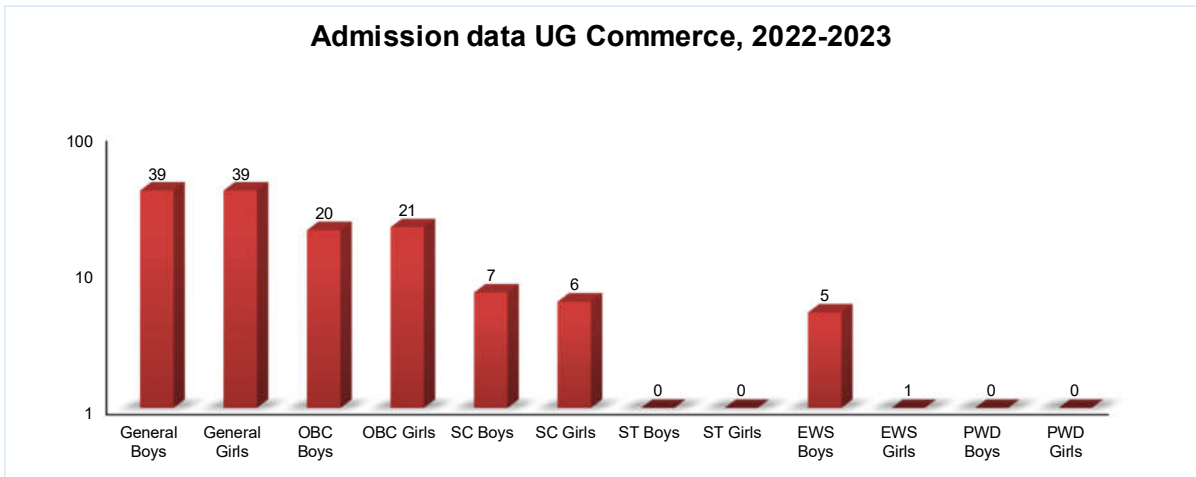


Figure 3: Gender wise details of total male and female students admitted in UG Commerce course in the college. The above figure shows details of total male and female students admitted in UG Commerce course under different categories such as General, OBC, SC, ST, EWS, and PWD, during the session 2022-23 in the college. The number of female students taking admission Commerce is more than male students in OBC and SC categories.

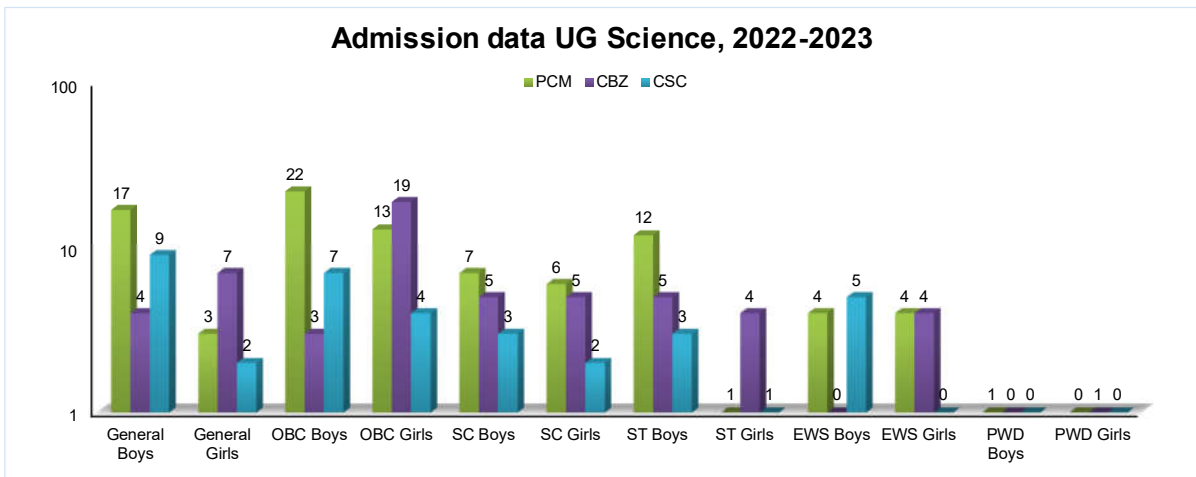


Figure 4: Gender wise details of total male and female students admitted in UG Science courses in the college. The above figure shows details of total male and female students admitted in UG Science (PCM, CBZ and CSC) courses under different categories such as General, OBC, SC, ST, EWS, and PWD, during the session 2022-23 in the college. The number of female students taking admission in CBZ courses is more than the male students. The number of male students taking admission in PCM and CSC courses is higher than the female students.

3 Years data of UG Arts, Science and Commerce (2020-2023)

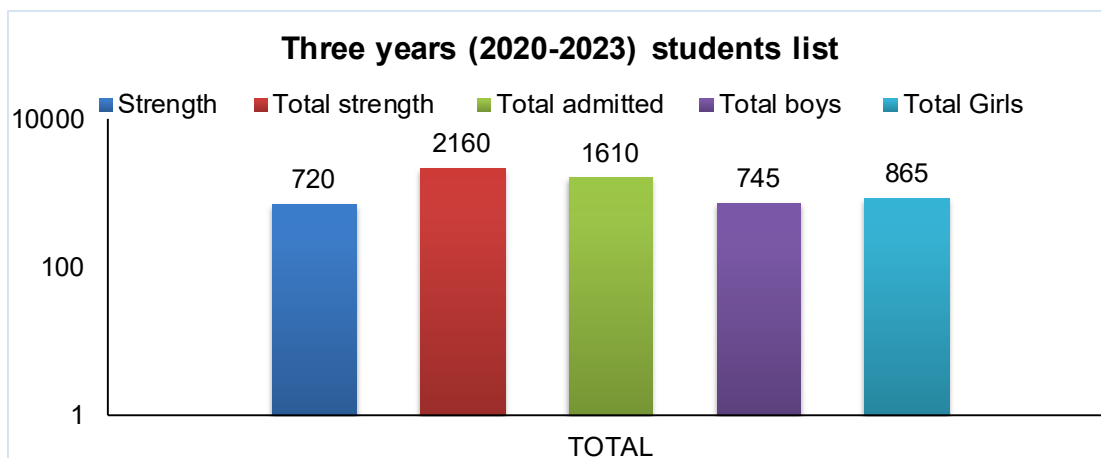


Figure 1: Gender wise details of total sanctioned strength and students admitted in UG courses during the period of 2020-23 in the college. The above figure shows total sanctioned strength in UG courses per year, total sanctioned strength in UG courses for 3 years (2020-2023), total students admitted in UG courses for 3 years (2020-2023), and the total, male and female students admitted into the UG courses for 3 years (2020-2023). The number of female students taking admission in UG courses is more than male students.

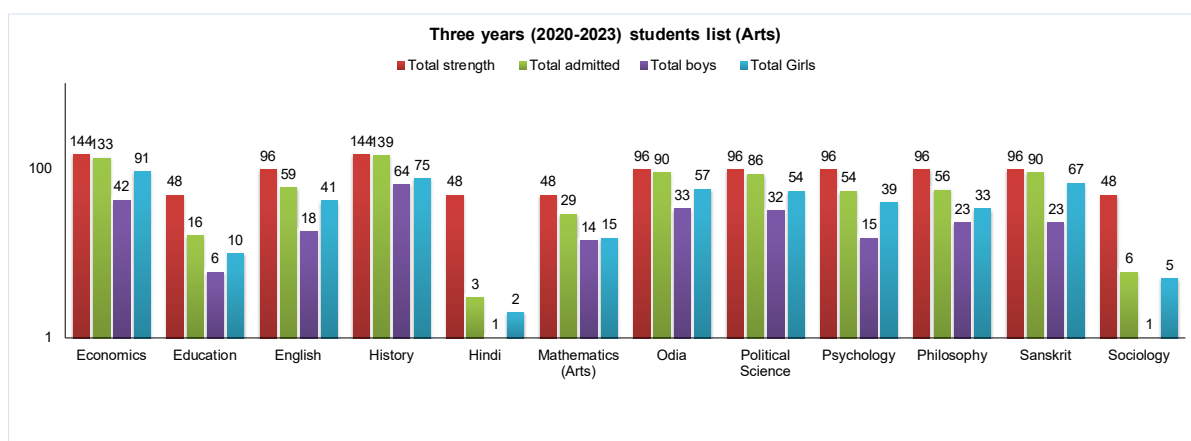


Figure 2: Gender wise details of total male and female students admitted in UG Arts courses during the period of 2020-23 in the college. The above figure shows subject wise details of total sanctioned strength in UG Arts courses for 3 years (2020-2023), total students admitted in UG Arts courses for 3 years (2020-2023), and the total, male and female students admitted into the UG Arts courses for 3 years (2020-2023). The number of female students taking admission in UG Arts courses is more than male students irrespective of the subjects.

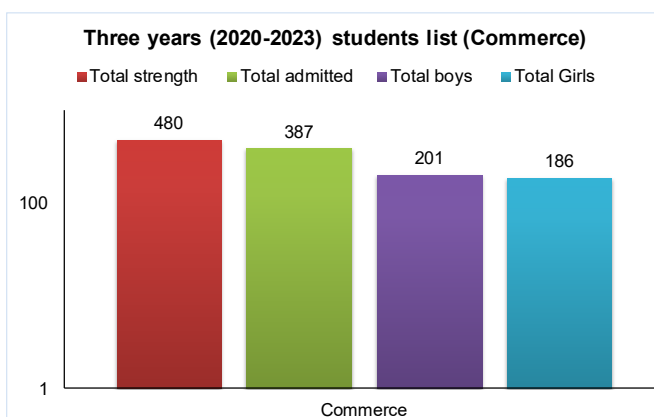


Figure 3: Gender wise details of total sanctioned strength and students admitted in UG Commerce courses during the session 2020-23 in the college. The above figure shows total sanctioned strength in UG Commerce courses for 3 years (2020-2023), total students admitted in UG Commerce courses for 3 years (2020-2023), and the total, male and female students admitted into the UG Commerce courses for 3 years (2020-2023). The number of male students taking admission in UG Commerce courses is more than female students during the period of 3 years (2020-2023).

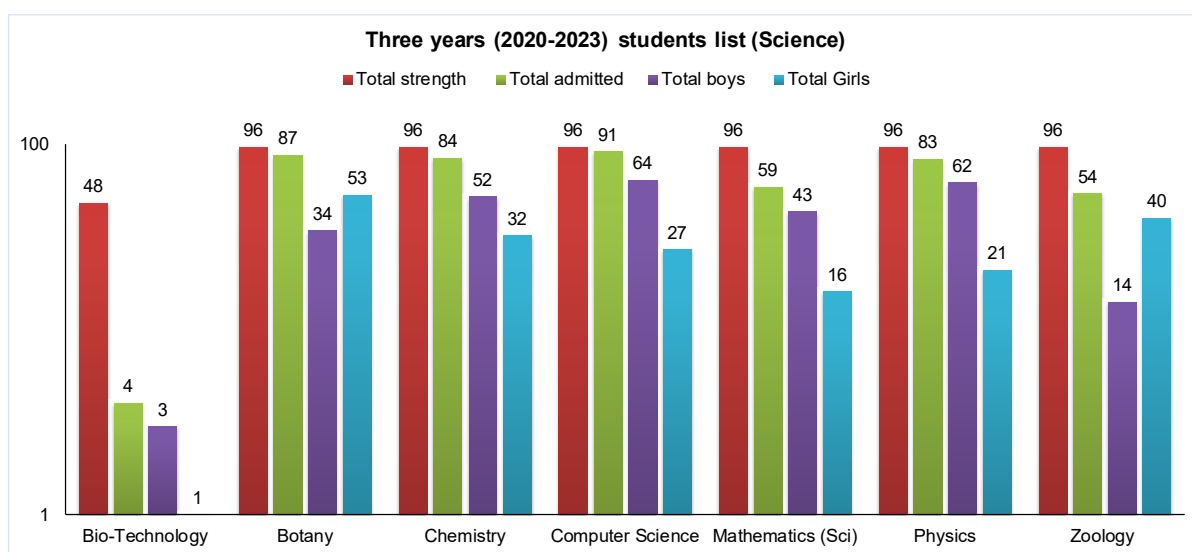


Figure 4: Gender wise details of total male and female students admitted in UG Science courses during the period of 2020-23 in the college. The above figure shows subject wise details of total sanctioned strength in UG Science courses for 3 years (2020-2023), total students admitted in UG Science courses for 3 years (2020-2023), and the total, male and female students admitted into the UG Science courses for 3 years (2020-2023). The number of female students taking admission in UG Science courses is more than male students in subjects like Botany and Zoology during the period of 3 years (2020-2023). However, the number of male students taking admission in other UG Science courses is more than female students during the period of 3 years (2020-2023).

Admission data for PG students

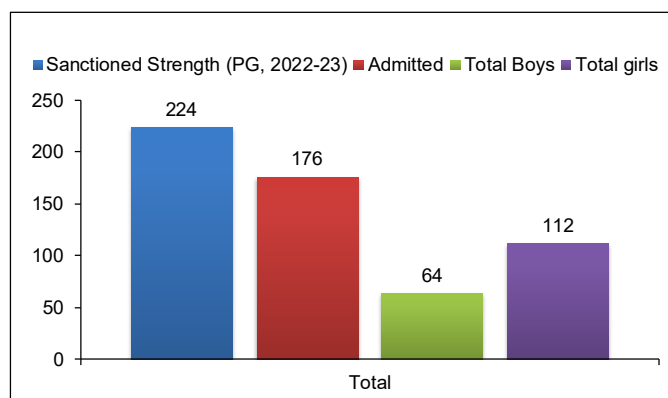


Figure 1: Gender wise details of total sanctioned strength and students admitted in PG courses during the session 2022-23 in the college. The above figure shows total sanctioned strength in PG courses and the total, male and female students admitted into the PG courses. The number of female students taking admission in PG courses is more than male students.

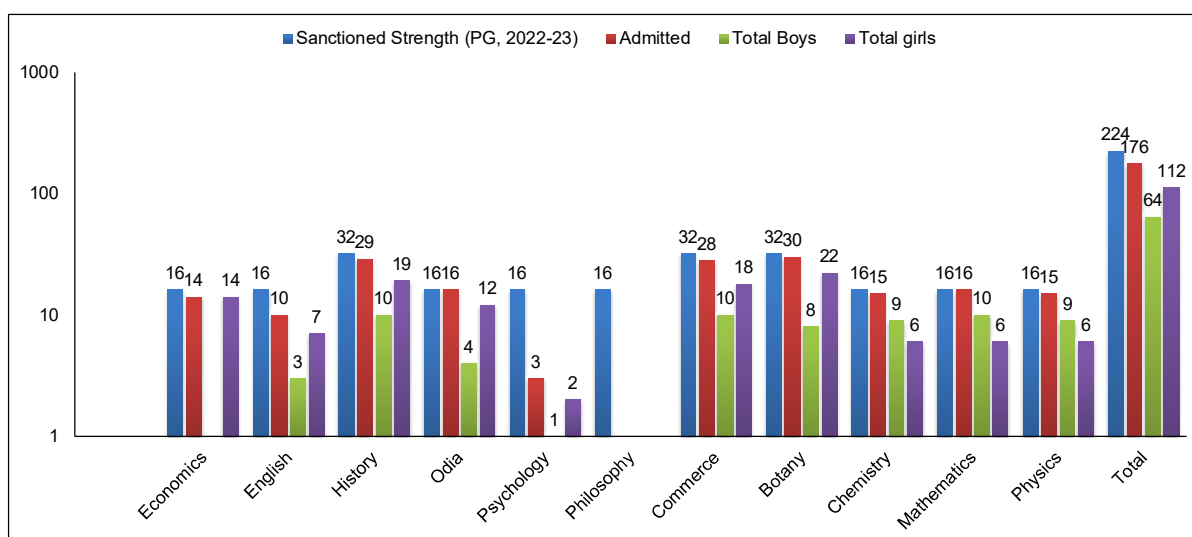


Figure 2: Gender wise details of total male and female students admitted in PG courses during the period of 2022-23 in the college. The above figure shows subject wise details of total sanctioned strength in PG courses for the session 2022-23, total students admitted in PG courses for the session 2022-23, male and female students admitted into the PG courses for the session 2022-23. The total number of female students taking admission in PG courses is more than male students for the session 2022-23. The number of female students taking admission in PG courses is more than male students in total and also in most of the subjects except Physics, Chemistry and Mathematics during the session 2022-2023.

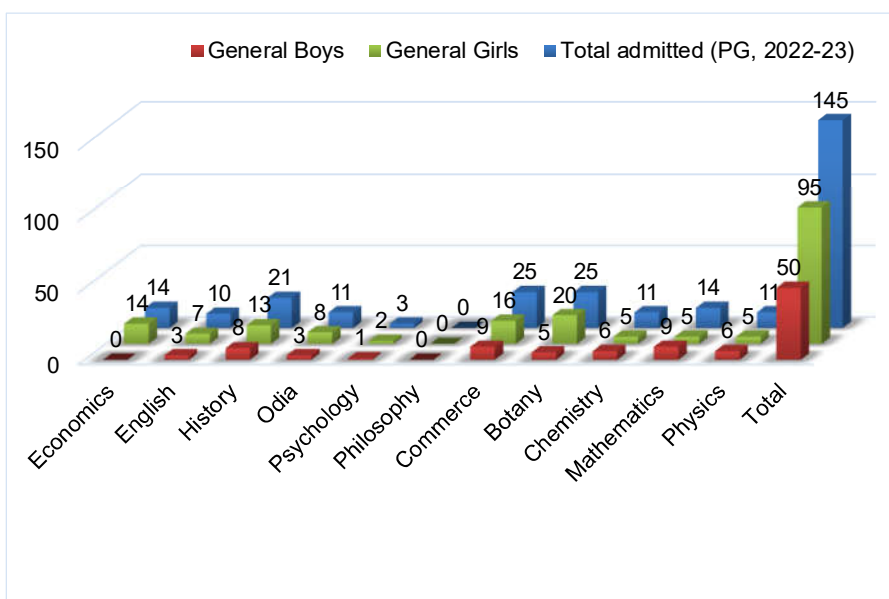


Figure 3: Gender wise details of total male and female students admitted in PG courses in general category in the college. The above figure shows details of total male and female students admitted in PG courses under general category during the session 2022-23 in the college. The number of female students taking admission in PG courses is more than male students in total and most of the subjects except Physics, Chemistry and Mathematics during the session 2022-2023 under general category.

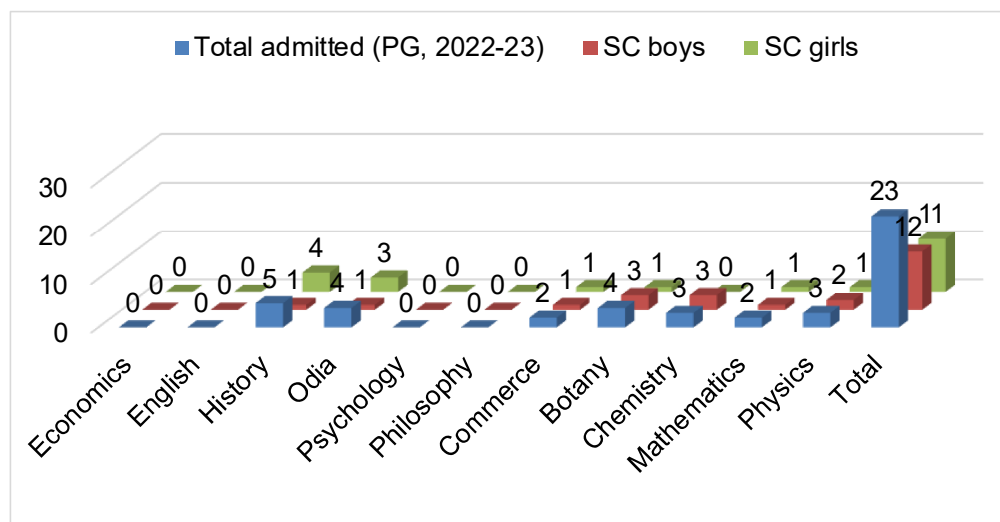


Figure 4: Gender wise details of total male and female students admitted in PG courses in SC category in the college. The above figure shows details of total male and female students admitted in PG courses under SC category during the session 2022-23 in the college. The number of female students taking admission in PG courses is more than male students in total and in most of the subjects except Physics, Chemistry and Botany during the session 2022-2023 under SC category.

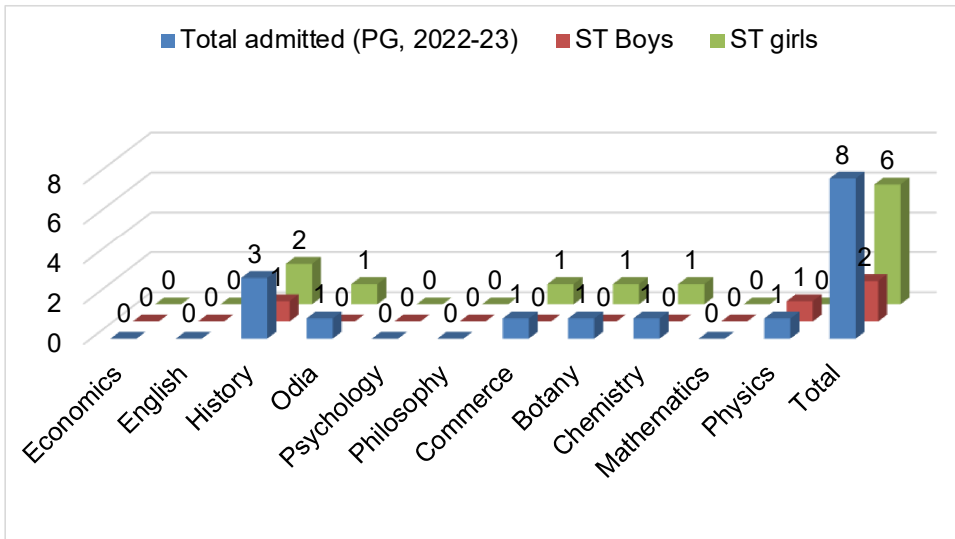


Figure 5: Gender wise details of total male and female students admitted in PG courses in ST category in the college. The above figure shows details of total male and female students admitted in PG courses under ST category during the session 2022-23 in the college. The number of female students taking admission in PG courses is more than male students in total and in most of the subjects except Physics during the session 2022-2023 under ST category.

II. Examination data

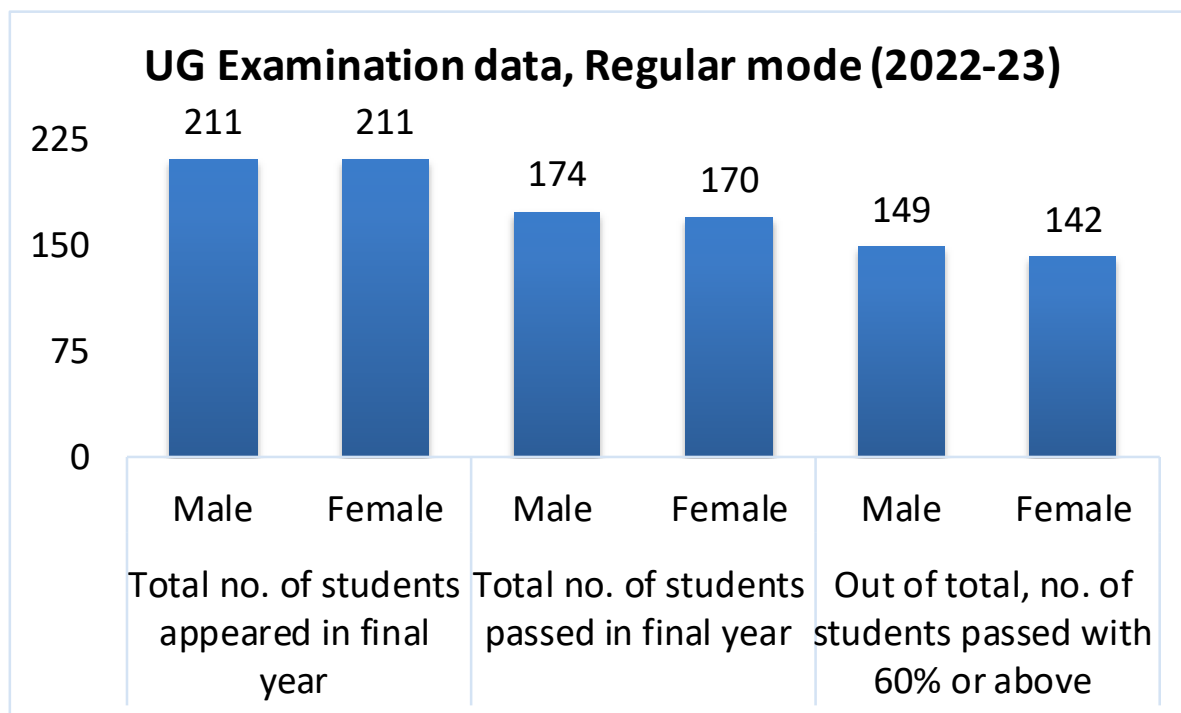


Figure 1: Gender wise details of total students appeared in UG Final Year Examination in the session 2022-23 in the college. The above figure shows total, male and female students appeared in UG Final Year Examination in the session 2022-23, the total, male and female students passed in UG Final Year Examination in the session 2022-23 and the total, male and female students passed with 60% and above marks UG Final Year Examination in the session 2022-23. Same number of female and male students appeared in UG Final Year Examination during the session 2022-23. However, number of male students is more than female students among those who have passed and passed with 60% and above score in the session 2022-23.

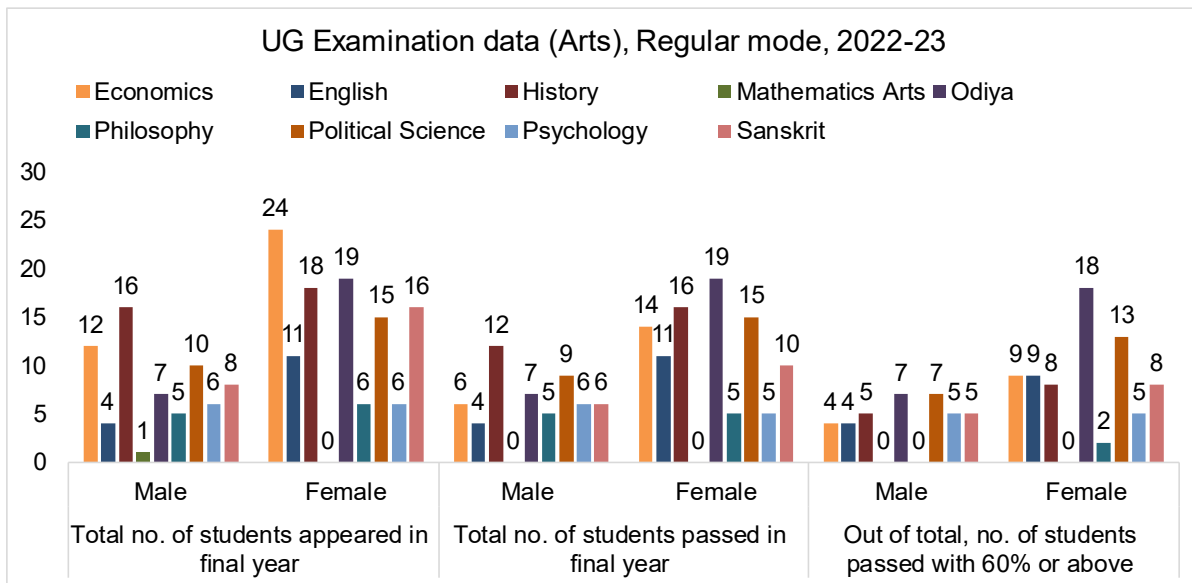


Figure 2: Gender wise details of total students appeared in UG Arts Final Year Examination in the session 2022-23 in the college. The above figure shows subject-wise total, male and female students appeared in UG Arts Final Year Examination in the session 2022-23, the total, male and female students passed in UG Arts Final Year Examination in the session 2022-23 and the total, male and female students passed with 60% and above marks UG Arts Final Year Examination in the session 2022-23. More number of female students have appeared in UG Arts Final Year Examination during the session 2022-23 than the male students in all subjects except Mathematics. More number of female students have passed the UG Arts Final Year Examination during the session 2022-23 than the male students in all subjects except Psychology. Moreover, same number of female and male students have passed in UG Arts Final Year Examination in Philosophy during the session 2022-23. More number of female students have passed with 60% and above marks in the UG Arts Final Year Examination during the session 2022-23 than the male students in all subjects. Moreover, same number of female and male students have passed with 60% and above marks in UG Arts Final Year Examination in Psychology during the session 2022-23.

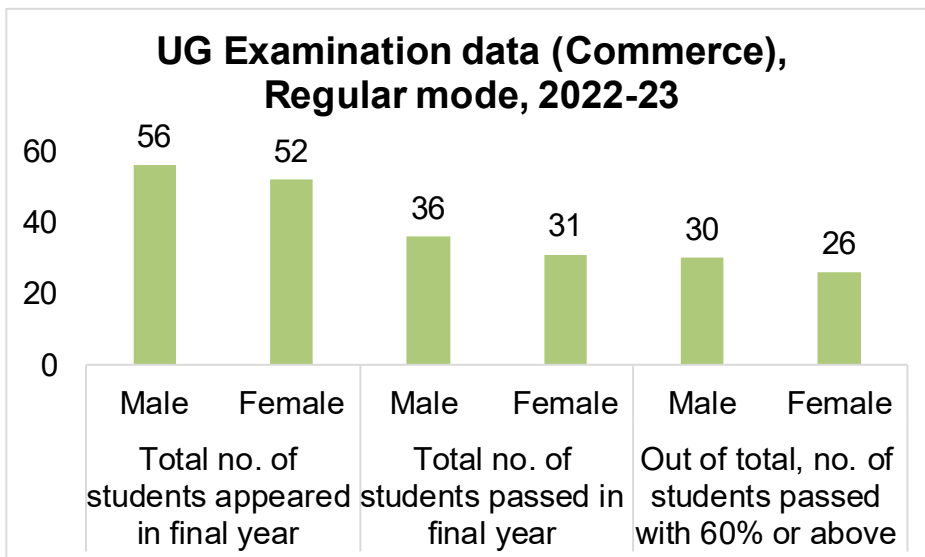


Figure 3: Gender wise details of total students appeared in UG Commerce Final Year Examination in the session 2022-23 in the college. The above figure shows total, male and female students appeared in UG Arts Final Year Examination in the session 2022-23, the total, male and female students passed in UG Commerce Final Year Examination in the session 2022-23 and the total, male and female students passed with 60% and above marks UG Commerce Final Year Examination in the session 2022-23. More number of male students have appeared in UG Commerce Final Year Examination during the session 2022-23 than the female students. More number of male students have passed the UG Commerce Final Year Examination during the session 2022-23 than the female students. More number of male students have passed with 60% and above marks in the UG Commerce Final Year Examination during the session 2022-23 than the female students.

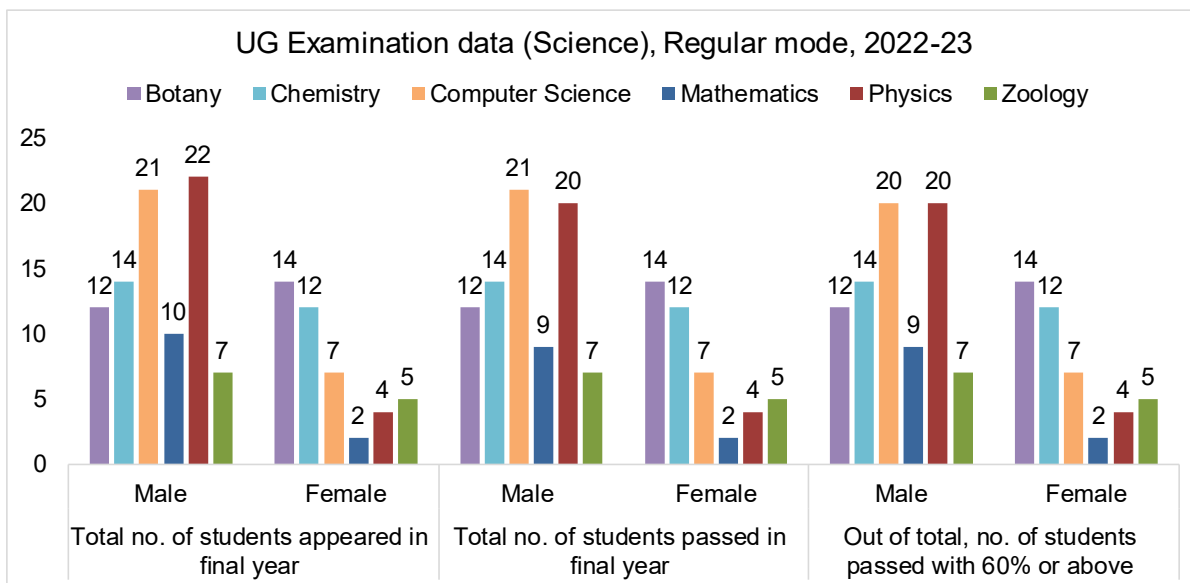


Figure 4: Gender wise details of total students appeared in UG Science Final Year Examination in the session 2022-23 in the college. The above figure shows subject-wise total, male and female students appeared in UG Science Final Year Examination in the session 2022-23, the total, male and female students passed in UG Science Final Year Examination in the session 2022-23 and the total, male and female students passed with 60% and above marks UG Science Final Year Examination in the session 2022-23. More number of male students have appeared in UG Science Final Year Examination during the session 2022-23 than the female students in all subjects except Botany. More number of male students have passed the UG Science Final Year Examination during the session 2022-23 than the female students in all subjects except Botany. More number of male students have passed with 60% and above marks in the UG Science Final Year Examination during the session 2022-23 than the female students in all subjects except Botany.

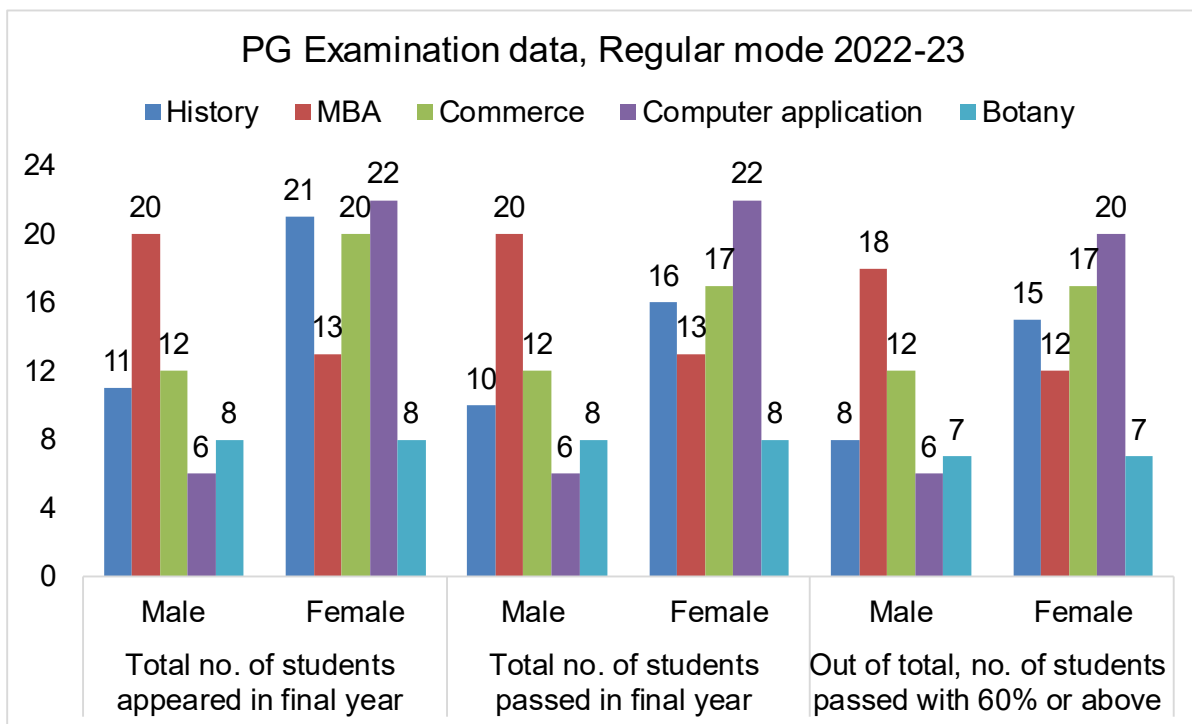


Figure 5: Gender wise details of total students appeared in PG Final Year Examination in the session 2022-23 in the college. The above figure shows subject-wise total, male and female students appeared in PG Final Year Examination in the session 2022-23, the total, male and female students passed in PG Final Year Examination in the session 2022-23 and the total, male and female students passed with 60% and above marks PG Final Year Examination in the session 2022-23. More number of female students have appeared in PG Final Year Examination during the session 2022-23 than the male students in all subjects except MBA. More number of female students have passed the PG Final Year Examination during the session 2022-23 than the male students in all subjects except MBA. Moreover, same number of female and male students have passed in PG Final Year Examination in Botany during the session 2022-23. More number of female students have passed with 60% and above marks in the PG Final Year Examination during the session 2022-23 than the male students in all subjects except MBA. Moreover, same number of female and male students have passed with 60% and above marks in PG Final Year Examination in Botany during the session 2022-23.

III. Placement data

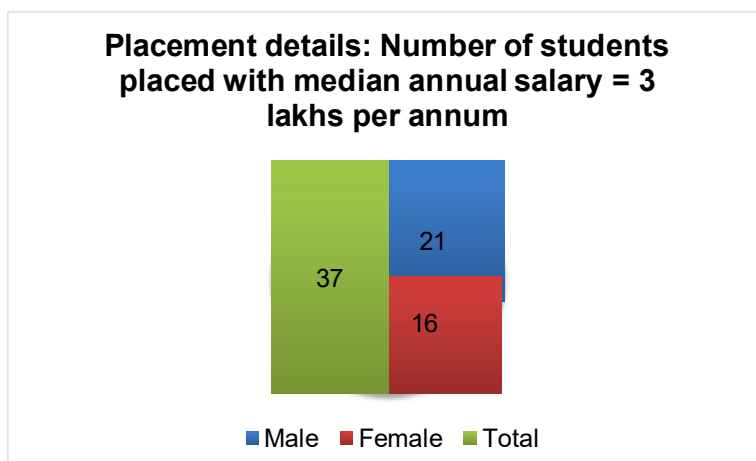


Figure 1 Gender-wise details of Student Placement. The above figure shows the details of male and female students placed at different sectors with median salary of approximately 3 lakhs per annum.

GENDER SEGREGATED DATA ANALYSIS OF STAFF

I. Teaching staff data

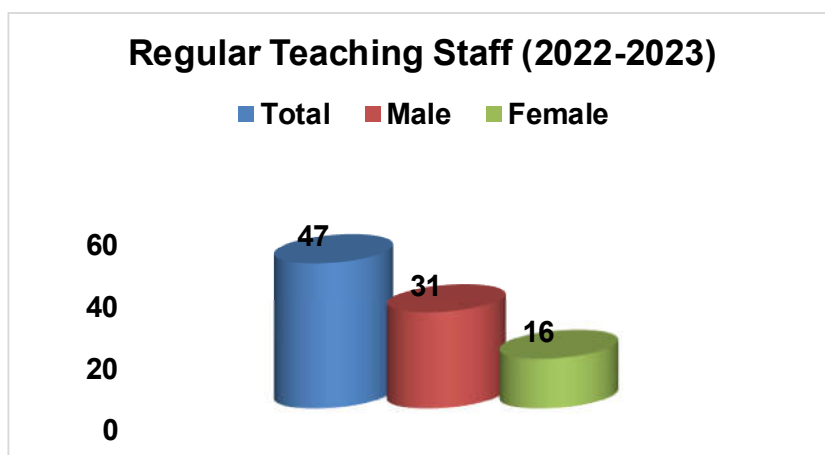


Fig. 1 Gender-wise details of Faculty members. The above figure shows the details of men and women faculty members of the College. It reflects an increasing participation of women in the position of Professors, Associate Professors, Assistant Professors and Guest Faculty.

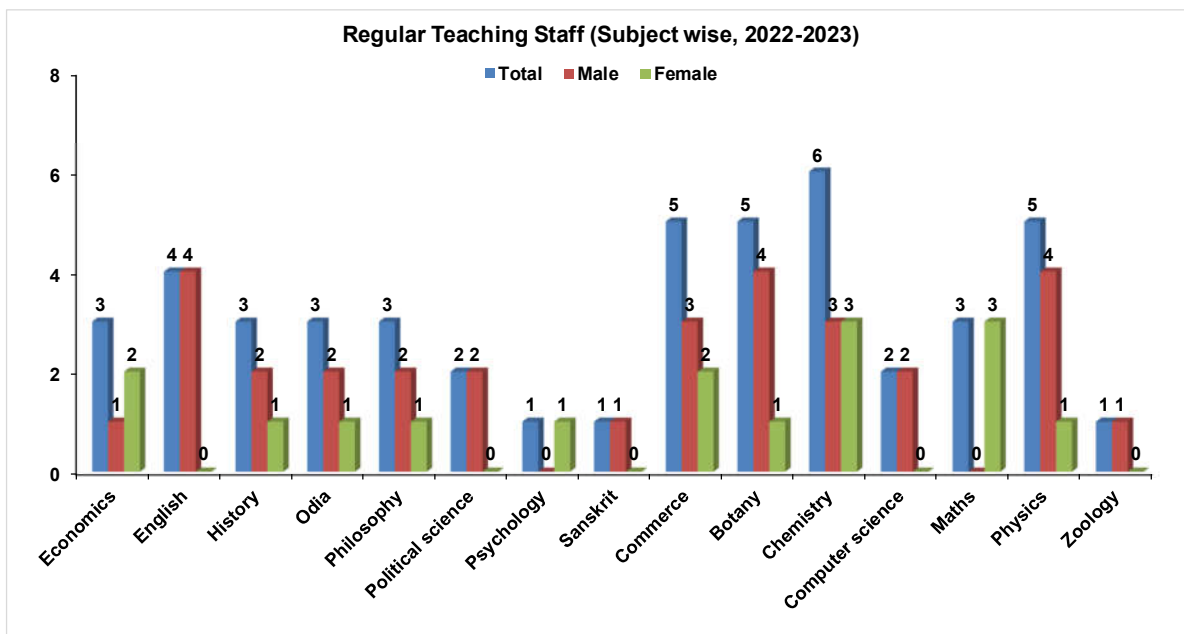


Fig. 2 Gender-wise details of Faculty members in different Departments of the college. The figure shows the details of men and women faculty members present in different departments of the College.

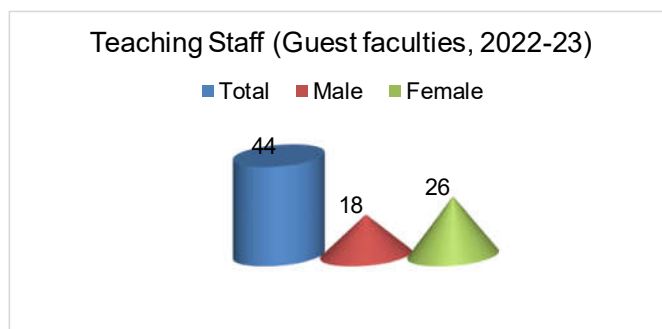


Fig. 3 Gender-wise details of Guest faculty members. The above figure shows the details of men and women Guest faculty members of the College. It reflects an increasing participation of women in the position of Guest faculty.

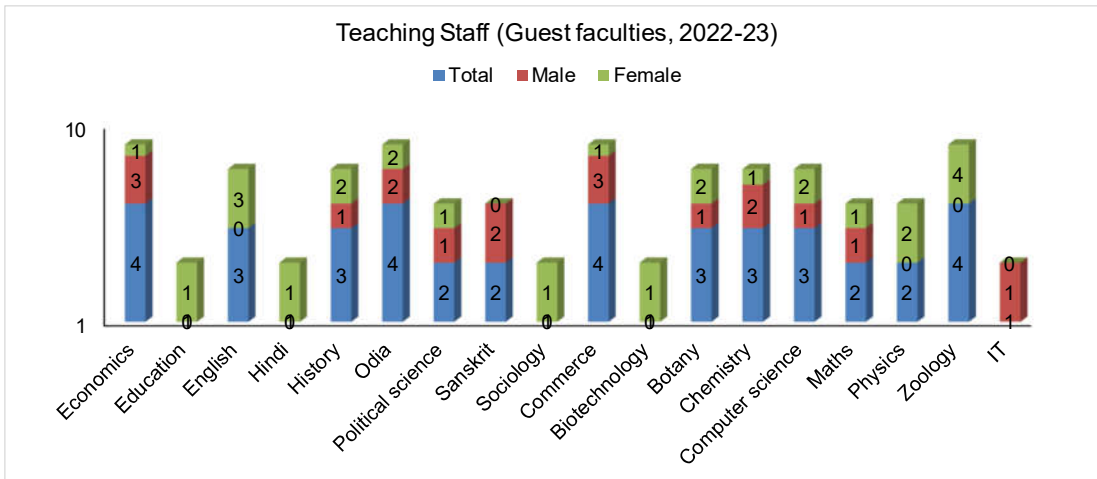


Fig. 4 Gender-wise details of Guest Faculty members in different Departments of the college. The above figure shows the details of men and women guest faculty members working in different departments of the College.

II. Non-teaching staff data

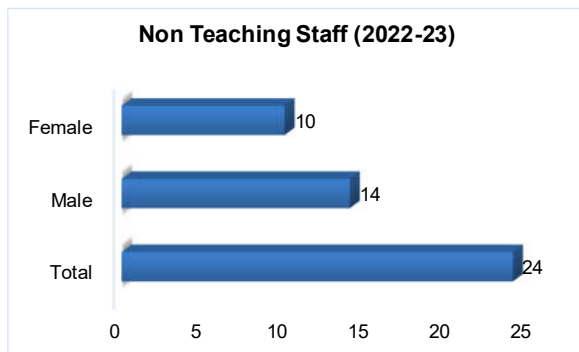





Fig. 5 Gender-wise details of Non-teaching staff members of the college. The above figure shows the details of men and women non-teaching members working in the College.

CONCLUDING REMARKS

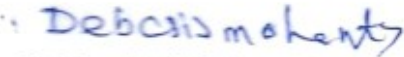
The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college. Moreover, both the students and the staffs have also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there are no gender issues complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.



AUTHORISED SIGNATORIES OF AUDIT TEAM

1. Dr. Manjulika Nayak 
2. Dr. Nirlipta Swain 
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AUDIT REPORT SUBMITTED TO:

Principal, 
Dhenkanal Autonomous College,
Dhenkanal 
Principal
Dhenkanal (Auto) College
Dhenkanal

