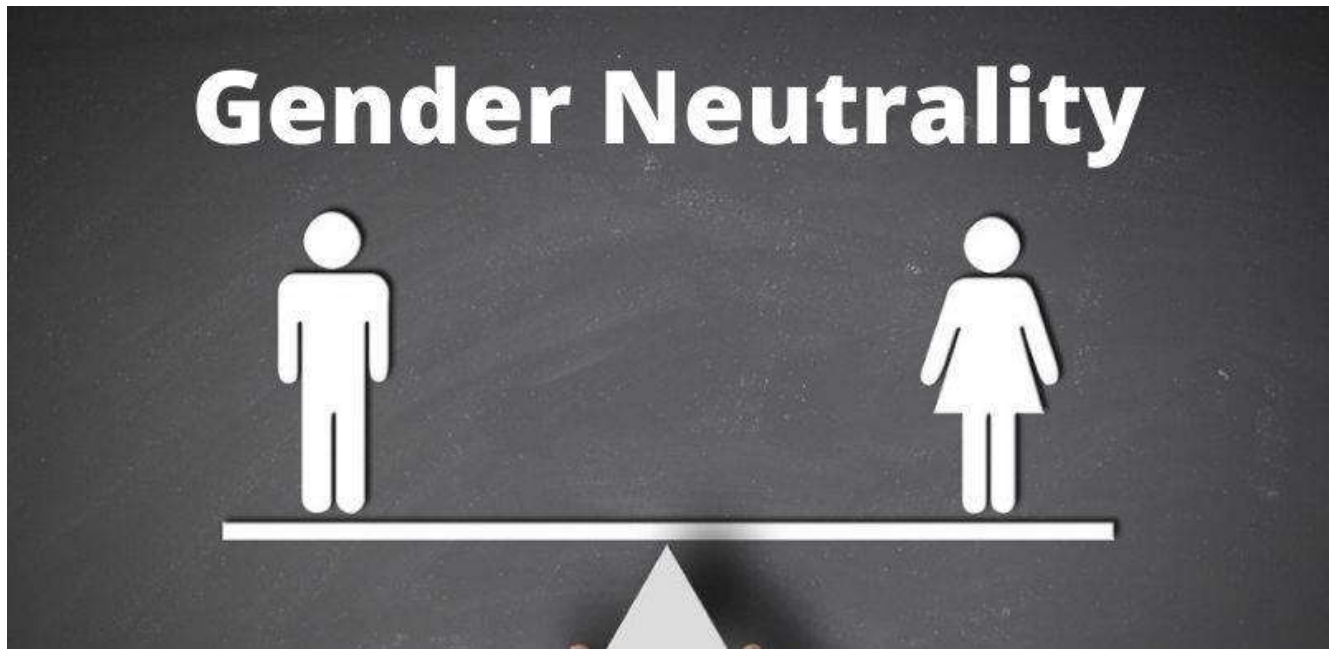


**DHENKANAL AUTONOMOUS
COLLEGE, DHENKANAL,
ODISHA-759001**



Internal Quality Assurance Cell (IQAC)

**GENDER AUDIT REPORT
(2023-2024)**

AUDIT TEAM MEMBERS

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

IQAC COORDINATOR

**Dr. Debasis Mohanty,
Dhenkanal Autonomous College,
Dhenkanal**

DHENKANAL AUTONOMOUS COLLEGE, DHENKANAL



INTRODUCTION

Since its inception, Dhenkanal Autonomous College has tried its best in providing a gender equal and just academic space for its members including students, faculty members as well the nonteaching staff. The college in its everyday working tries to ensure that ideas of gender equality are put into practice. The idea is not only to ensure equality in terms of numbers but also to provide fertile ground for the intellectual, physical, emotional development of students from all genders. The impact of these attempts is regularly assessed in the form of the Gender Audit. An effective Gender Audit helps the institution to identify and understand gender patterns within their composition, structures, processes, work and organisational culture and management, and in the design and delivery of policies and services. It is an attempt to study whether the college has a good gender balance. It tries to see whether the 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 in the colleges and institutions. 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 two-fold - one to assess whether the institution recognises and addresses

women's voices and concerns and, two, to increase women's awareness about their rights and claims and also their access to resources and opportunities.

Gender Audit allows organisations to set their own houses in order, and change aspects of the organizational culture which discriminate against women staff and women "beneficiaries". It also helps to 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 present Gender Audit Report has been undertaken by the Internal Quality Assurance Cell (IQAC), Dhenkanal Autonomous College, Dhenkanal-759001, intended to enquire into the gender stability within the institution. The college always concentrates on student's qualitative performance along with their overall personality development. In observing the gender equality, the girl students are provided with various facilities and special attentions in this college.

OBJECTIVES OF THE GENDER AUDIT EXERCISE

- To promote equal opportunities for all and to create a gender-sensitive working environment at the workplace.
- To identify the areas of gender imbalance and to recognize their cause as well as bridge the gap.

- To combat and stop the presence of any form of discrimination or inequity based on gender as well as sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation.
- To assess the college's efforts and capacity to prevent sexual harassment and ragging
- To join hands with IQAC, Anti-ragging Committee, Anti-Harassment Committee and Internal Complaint Committee for creation of gender sensitization.
- 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 and promote their equal participation
- To identify the gender gap between male and female 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.
- Developing gender sensitive curriculum to address gender stereotyping as one of the causes of gender discrimination.

METHODS ADOPTED FOR GENDER AUDIT

To meet the above objectives, the Gender Audit Committee combined physical inspection with a review of relevant documentation and interviews have been undertaken for the gender audit. 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 for the session 2023-24.

GENDER SENSITIVE FEATURES

As a part of physical verification, the Gender Audit Committee during its visit to college surveyed several amenities that have been made available for both male and female members of its campus by keeping in mind their specific needs. The amenities made available to both the male and female members of the college have been discussed below:

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 eve-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 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.14 of 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 along with provision for providing financial assistance in form of scholarships to under privileged meritorious female students.

GENDER SEGREGATED DATA ANALYSIS OF STUDENTS

I. ADMISSION DATA

(A) Admission data for UG students

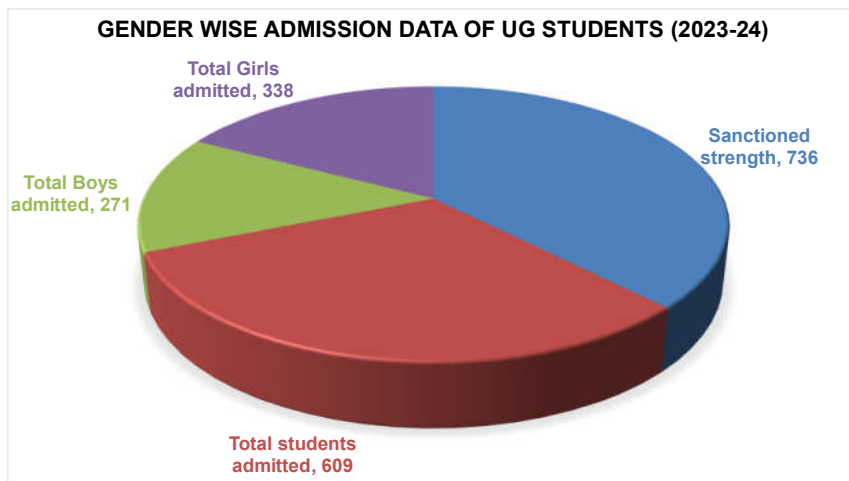


Figure IA.1: Gender wise details of total sanctioned strength and students admitted in UG courses during the session 2023-24 in the college. The number of female students taking admission in UG courses is more than male students

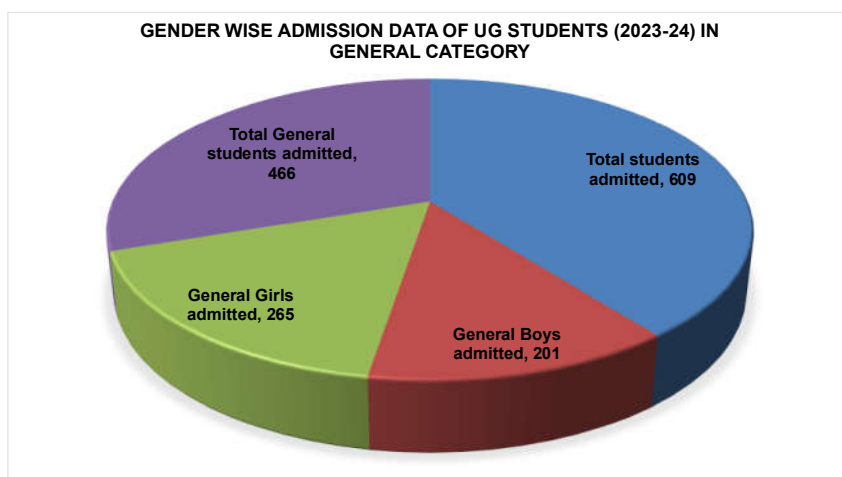


Figure IA.2: Gender wise details of total students admitted in UG courses during the session 2023-24 in general category in the college. The number of female students taking admission in UG courses under general category is greater than the number of male students.

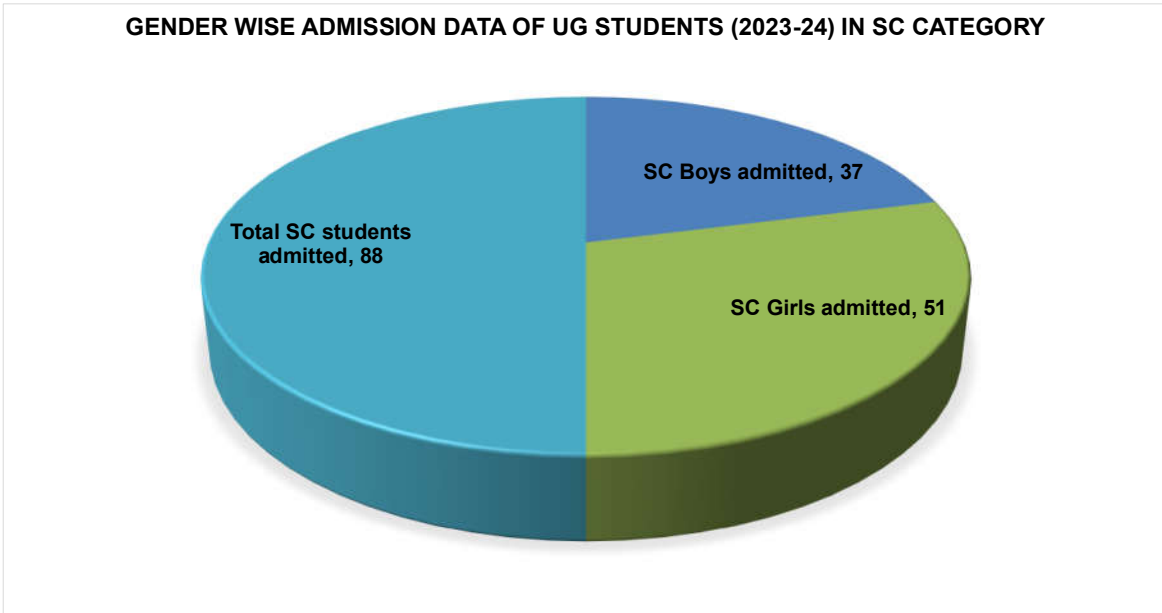


Figure IA.3: Gender wise details of total students admitted in UG courses during the session 2023-24 in SC category in the college. The number of female students taking admission in UG courses under SC category is greater than the number of male students.

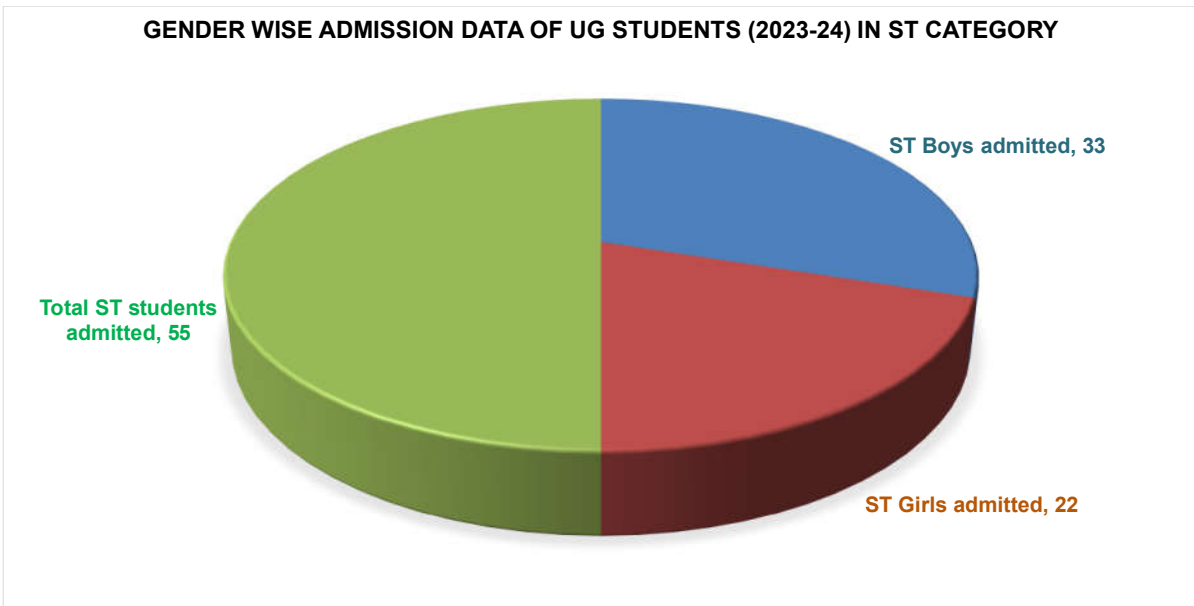


Figure IA.4: Gender wise details of total students admitted in UG courses during the session 2023-24 in ST category in the college. The number of female students taking admission in UG courses under ST category is less than the number of male students.

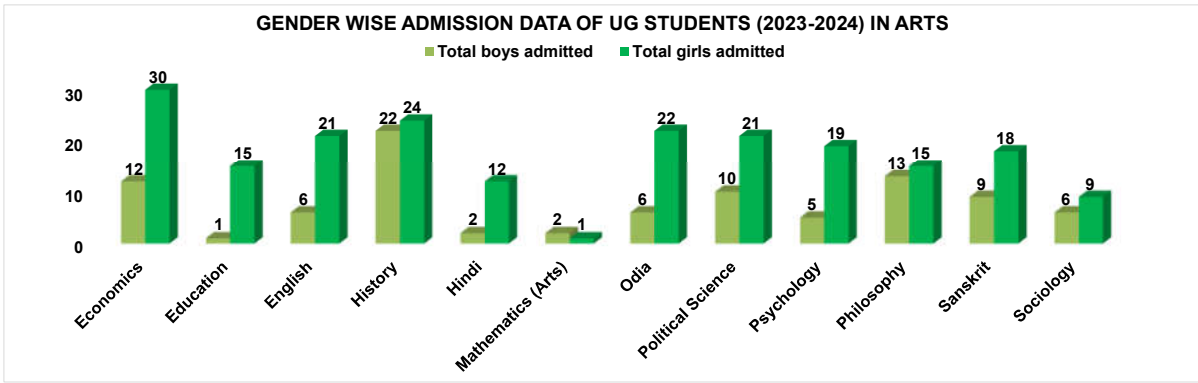


Figure IA.5: Gender wise details of total male and female students admitted in UG Arts courses in the college. The number of female students taking admission in UG Arts courses is more than male students in all subjects except Mathematics (arts).

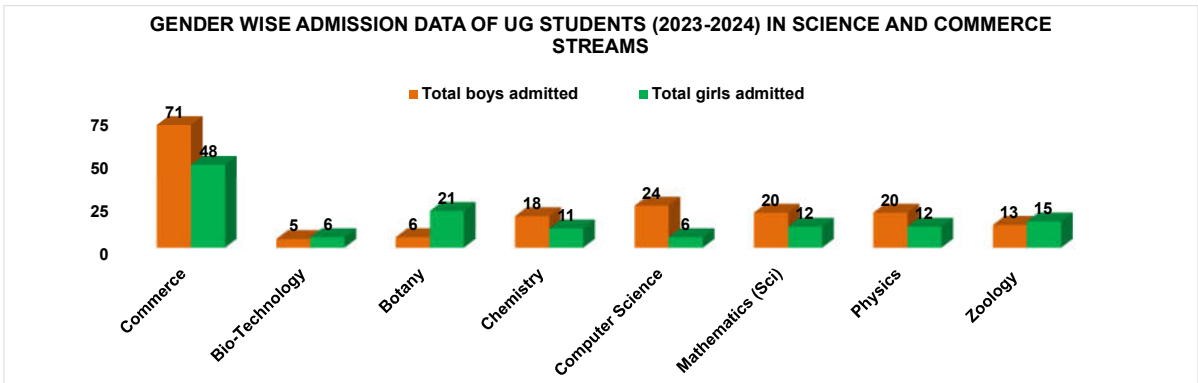


Figure IA.6: Gender wise details of total male and female students admitted in UG Science and Commerce courses in the college. The number of female students taking admission in biological science subjects such as Biotechnology, Botany, and Zoology is greater than the number of male students. On the contrary, in physical science subjects such as Chemistry, Computer Science, Mathematics, and Physics and also in Commerce, the number of male candidates is more than the female students.

(B) Last three years data of UG (2023-24, 2022-23, 2021-22)

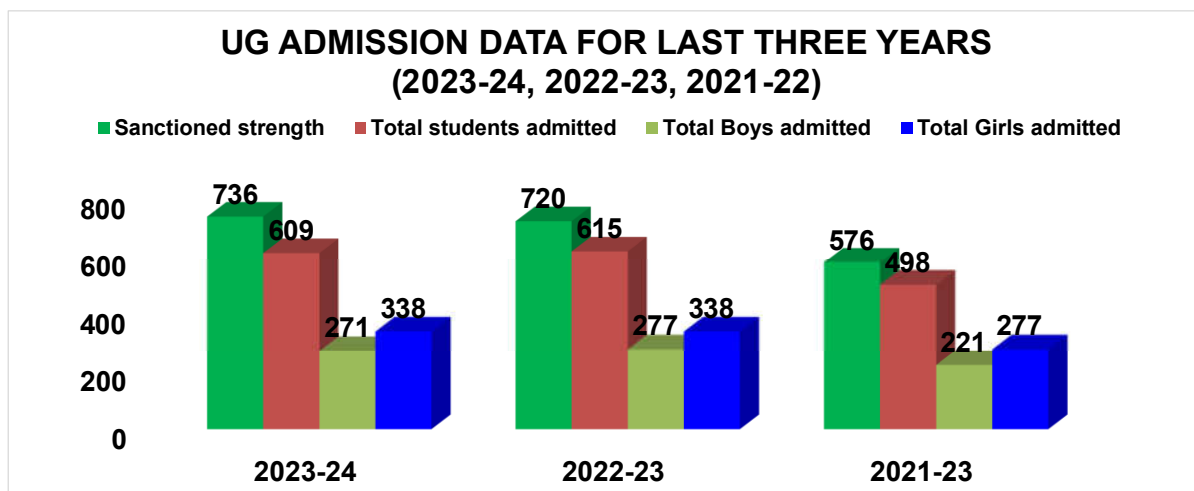


Figure IB.1: Gender wise details of UG admission (male and female students admitted) during last three years i.e. 2023-24, 2022-23 and 2021-22 in the college. During all the three sessions, the number of female students taking admission in UG courses is more than male students.

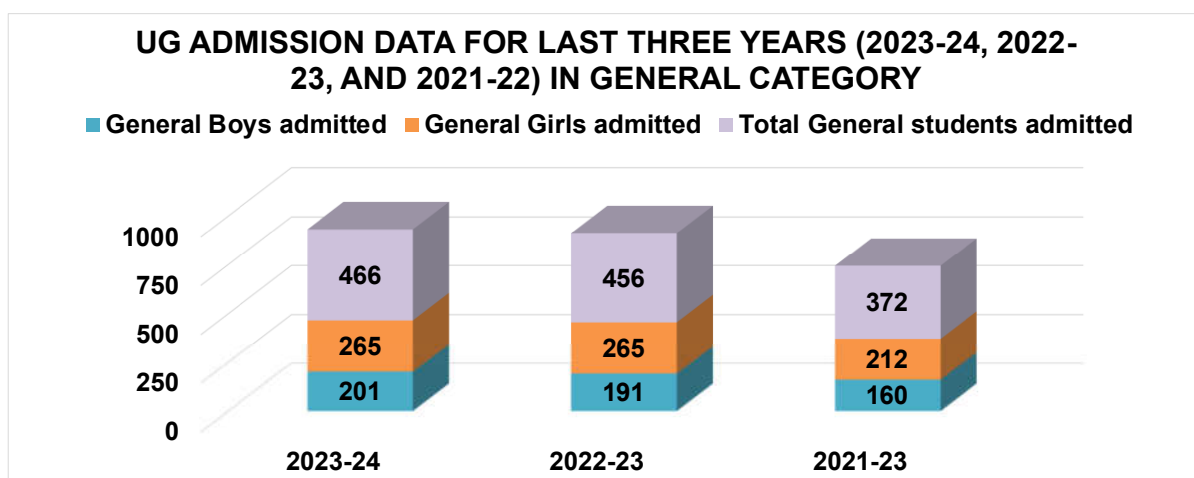


Figure IB.2: Gender wise details of total male and female students admitted in UG courses during last three years under general category in the college. There is an increase in number of male and female students taking admission in various UG courses offered by the college from 2021 to 2024.

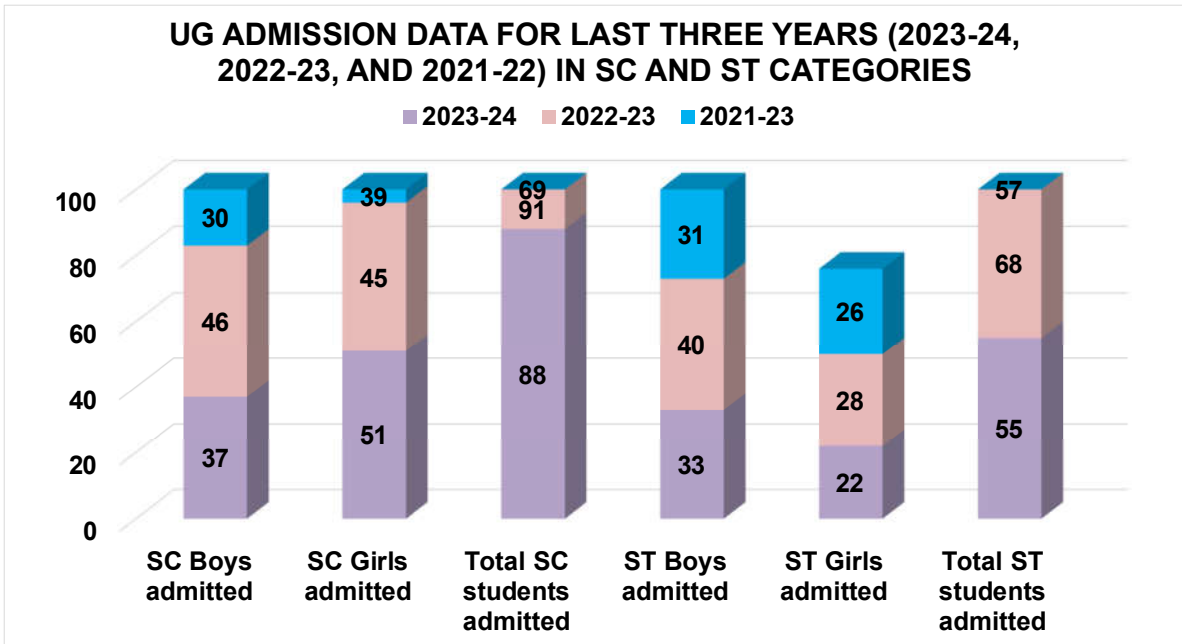


Figure IB.3: Gender wise details of total male and female students admitted in UG courses during last three years under SC and ST categories in the college. It has been observed that there is an increase in number of female students taking admission under SC category in various UG courses offered by the college from 2021 to 2024. The number of male students is greater than the female students under ST category during all the three years.

(C) Admission data for PG students

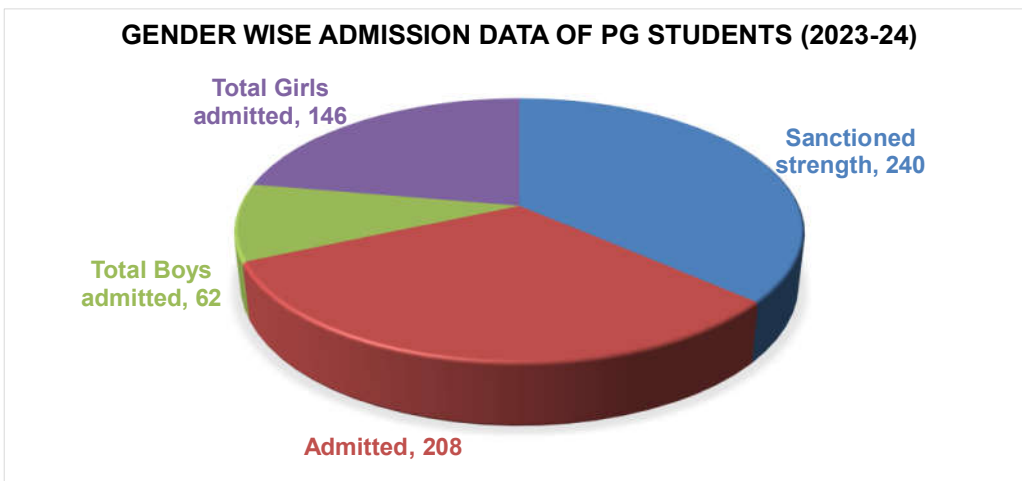


Figure IC.1: Gender wise details of total sanctioned strength and students admitted in PG courses during the session 2023-24 in the college. The number of female students taking admission in PG courses is more than male students.

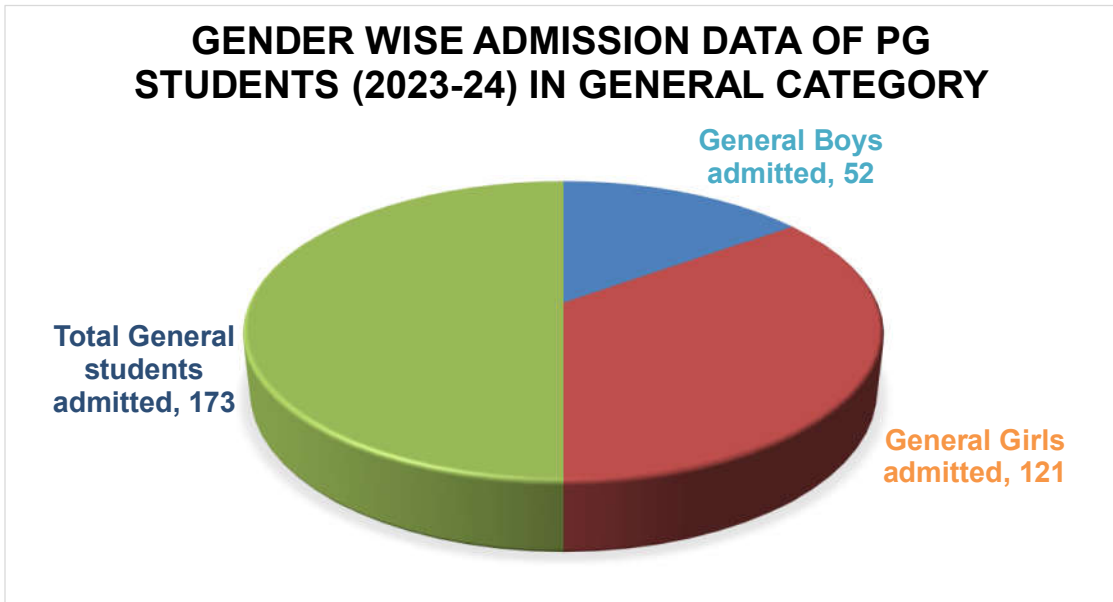


Figure IC.2: Gender wise details of total male and female students admitted in PG courses in general category during the session 2023-24 in the college. The number of female students taking admission in PG courses is more than male students.

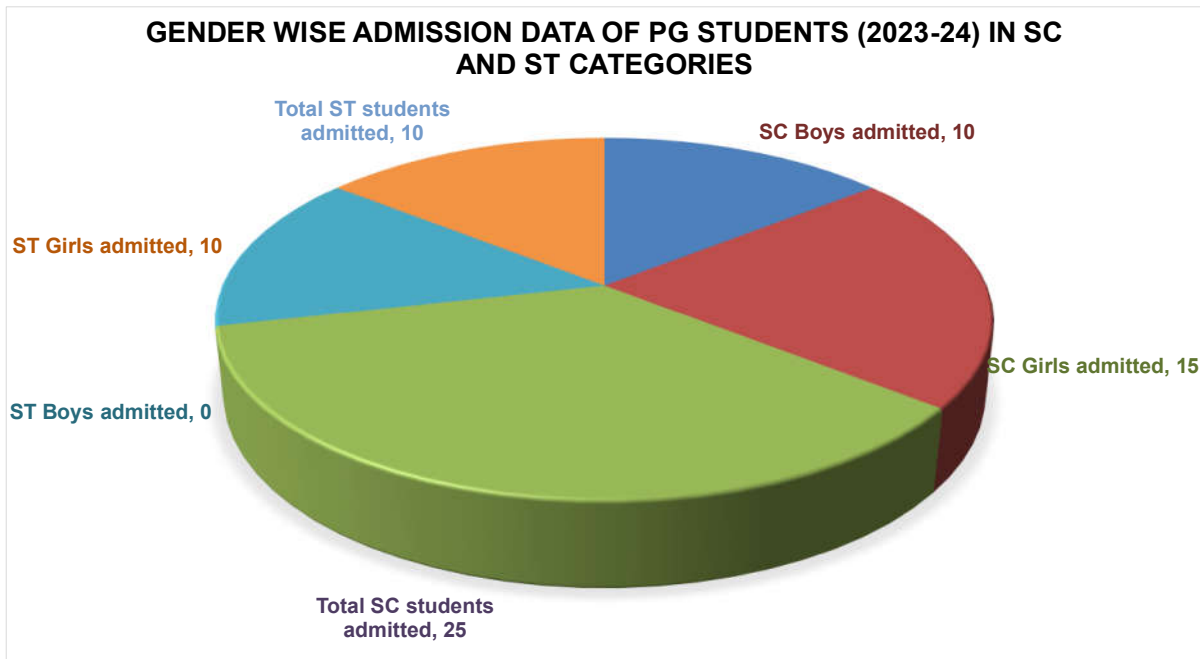


Figure IC.3: Gender wise details of total male and female students admitted in PG courses in SC and ST categories during the session 2023-24 in the college. The number of female students taking admission in PG courses under SC and ST categories is more than male students during the session 2023-24.

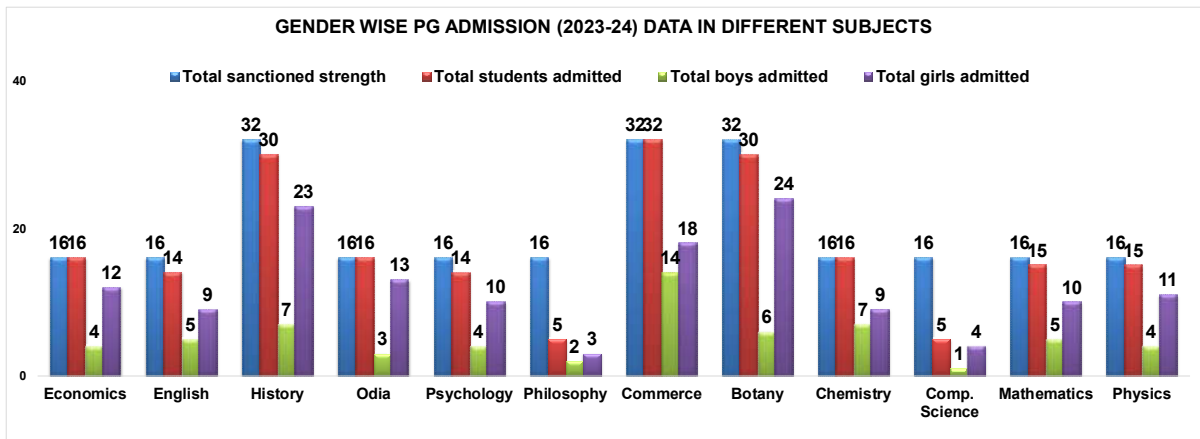


Figure IC.4: Gender wise details of total male and female students admitted in different PG subjects during the session 2023-24 in the college. The total number of female students taking admission in all the PG subjects is more than male students for the session 2023-24.

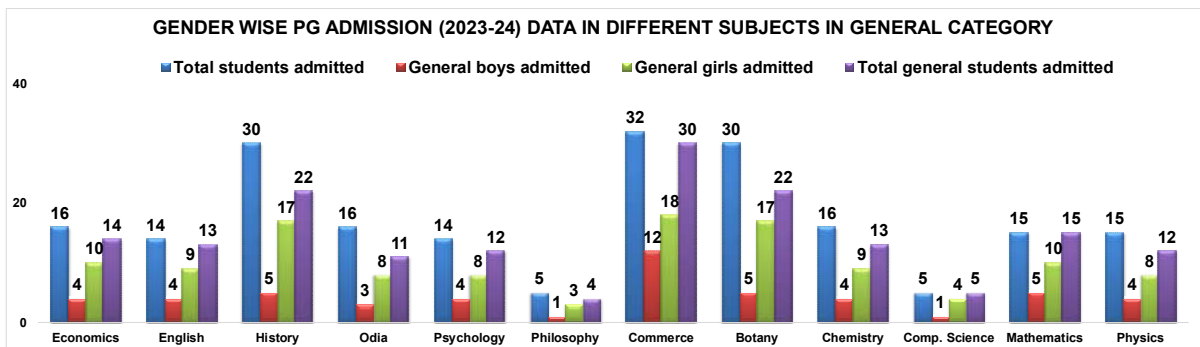


Figure IC.5: Gender wise details of total male and female students admitted in PG courses in different subjects under general category during the session 2023-24 in the college. The number of female students taking admission in PG courses is more than male students in all the subjects during the session 2023-2024 under general category.

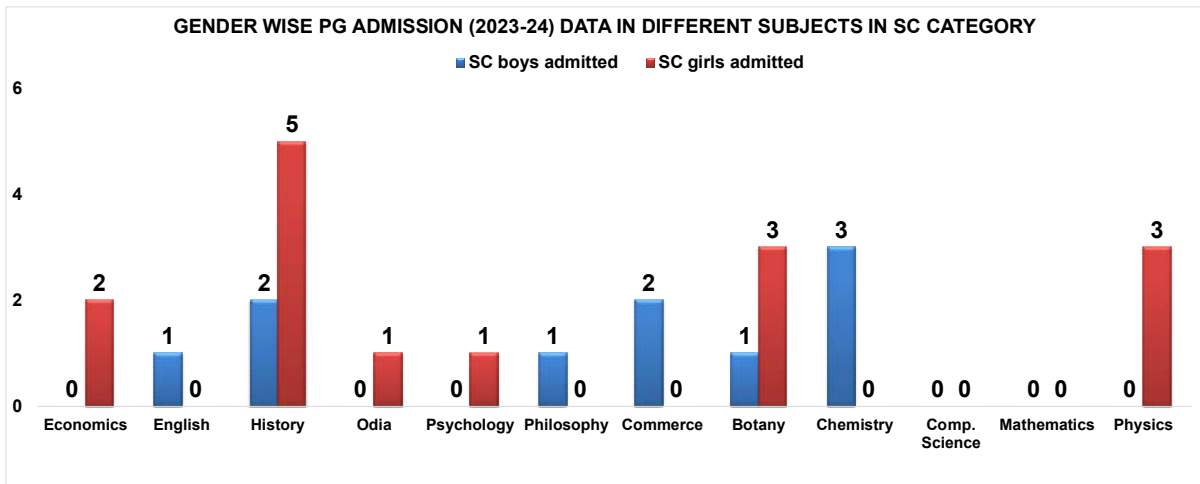


Figure IC.6: Gender wise details of total male and female students admitted in PG courses in SC category during the session 2023-24 in the college. The number of female students taking admission in PG courses is more than male students in History and Botany subjects, whereas only female students have taken admission on Economics, Odia, Psychology, and Physics during the session 2023-2024 under SC category.

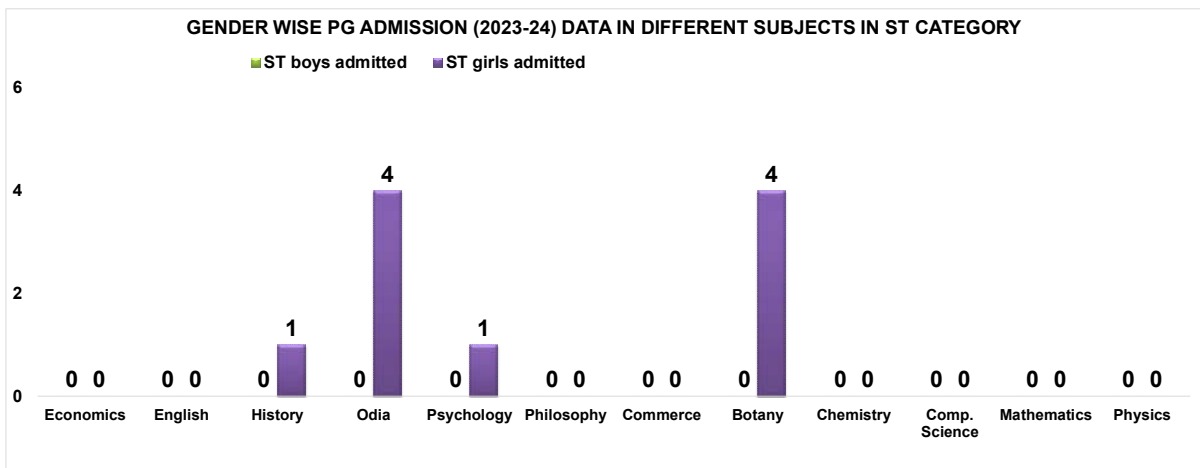


Figure IC.7: Gender wise details of total male and female students admitted in PG courses in ST category during the session 2023-24 in the college. Only female students have taken admission under ST category in PG courses in History, Psychology, Odia and Botany subjects during 2023-24 session.

II. EXAMINATION DATA

A) Examination data for UG students

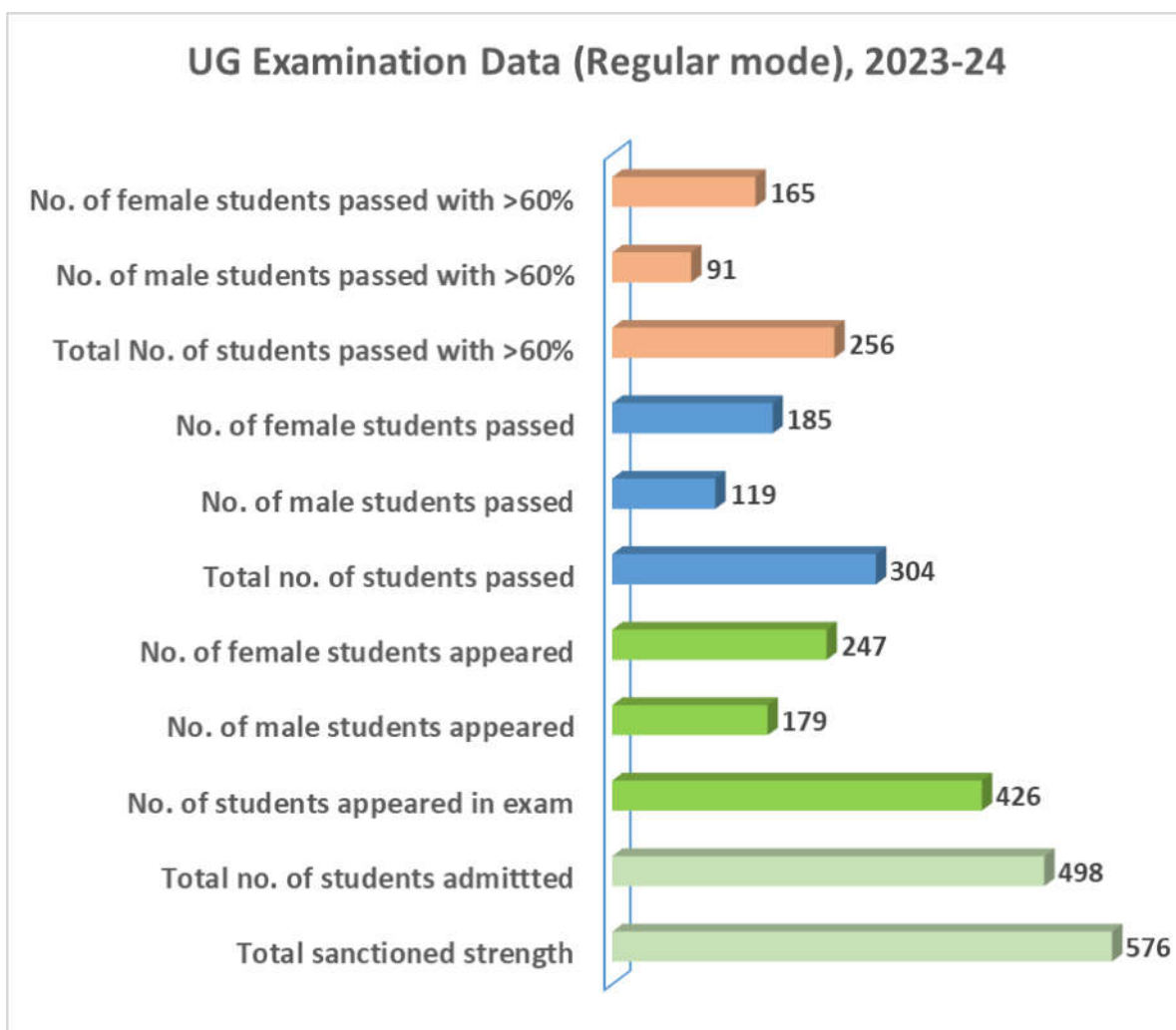


Figure IIA.1: Gender wise details of total students admitted, appeared, passed and scored 60% and above marks in UG Final Year Examination in the session 2023-24 in the college. It was observed that as compared to male students, the number of female students is more who appeared, passed and secured 60% or above score.

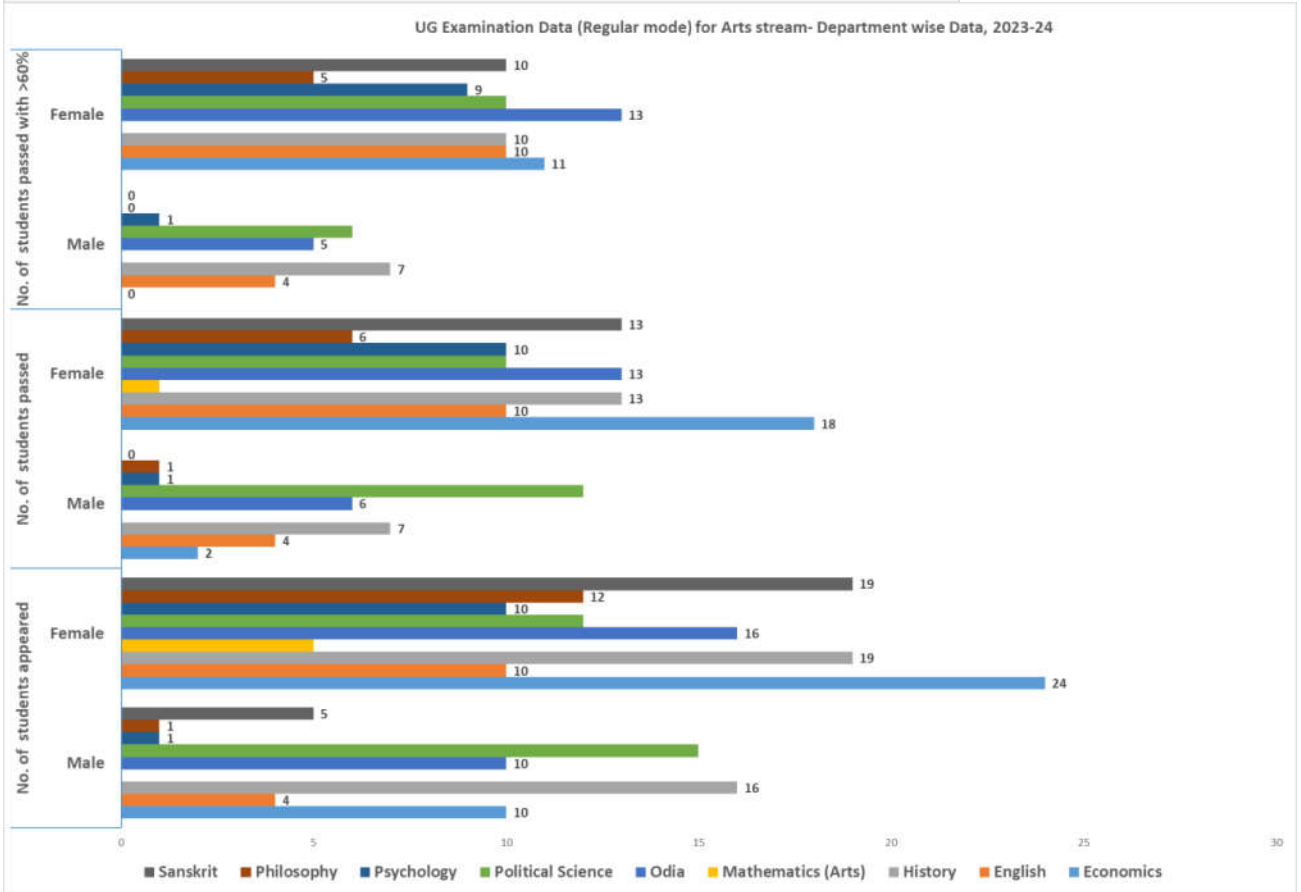
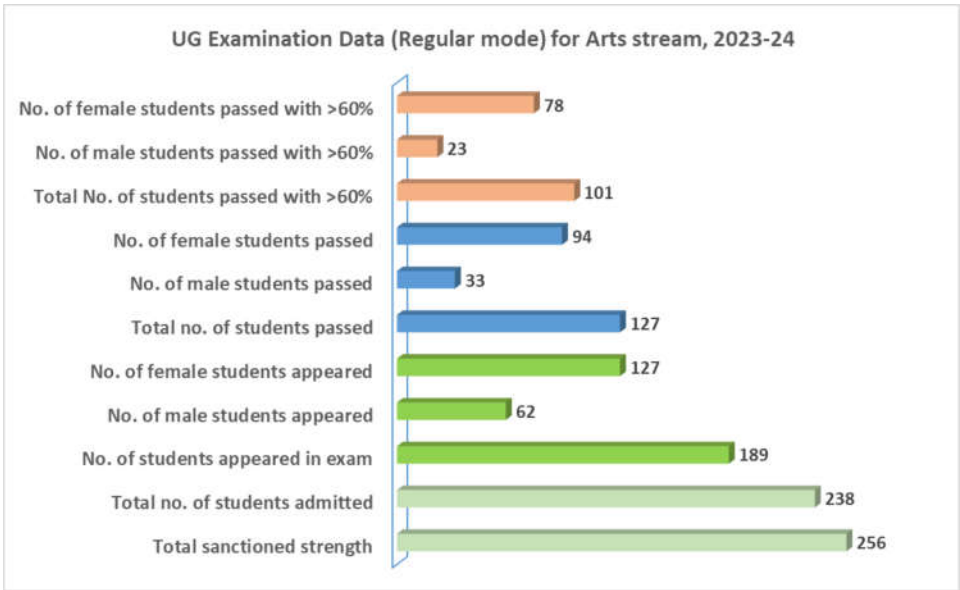


Figure IIA.2: Gender wise details of total students appeared, passed and scored 60% and above marks in UG Final Year Examination for Arts Stream in the session 2023-24 in the college. More number of female students have appeared, passed and secured more than 60% score in UG Arts Final Year Examination for Arts Stream during the session 2023-24 as compared to male students in all subjects except Political Science.

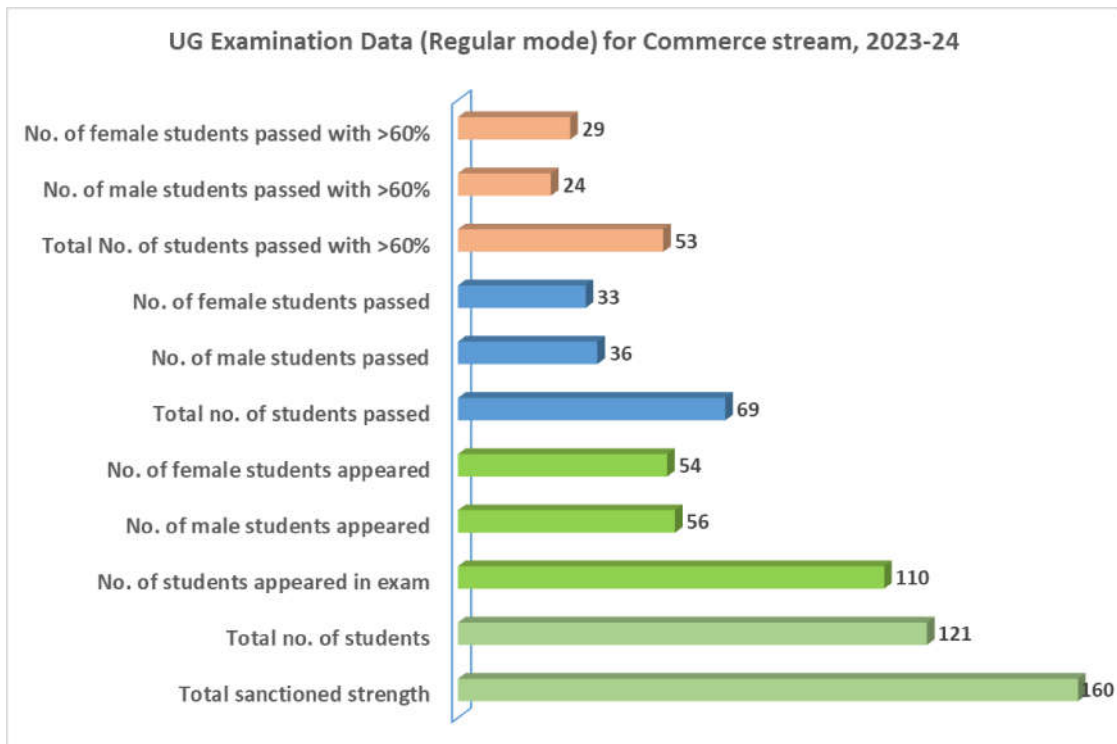


Figure IIA.3: Gender wise details of total students appeared, passed and scored 60% and above marks in UG Final Year Examination for Commerce Stream in the session 2023-24 in the college. The above figure shows that almost same number of male and female students appeared in the exam, out of which number of male students who passed was slightly higher than female students. However, the number of female students who secured more than 60% score was greater than male students.

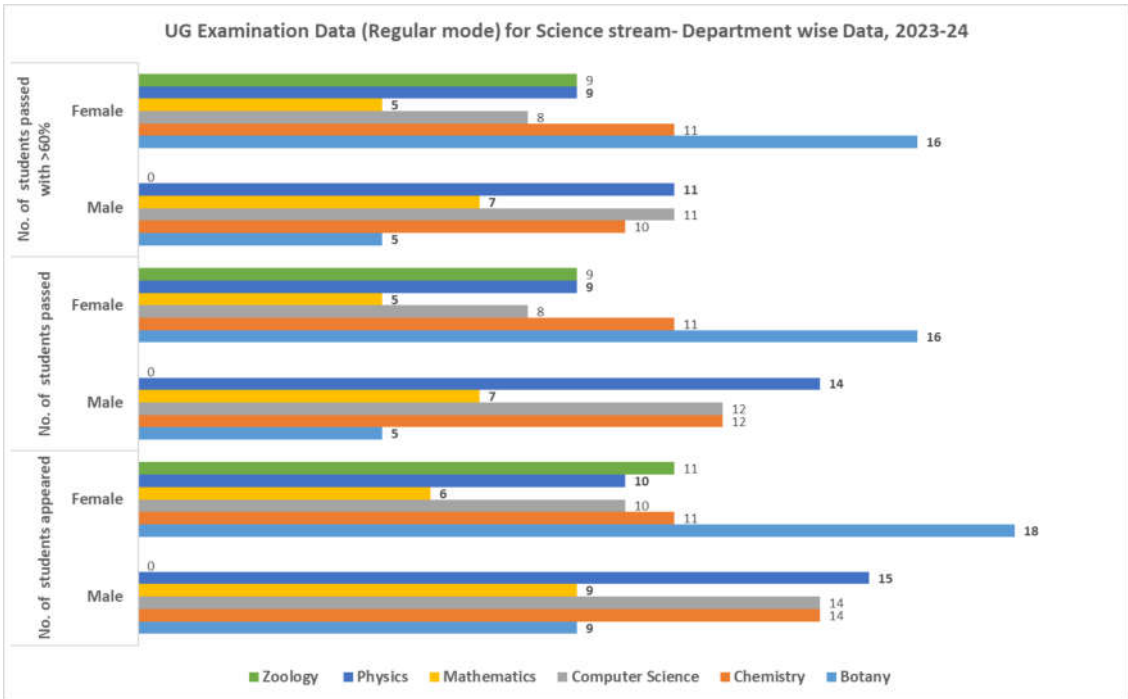
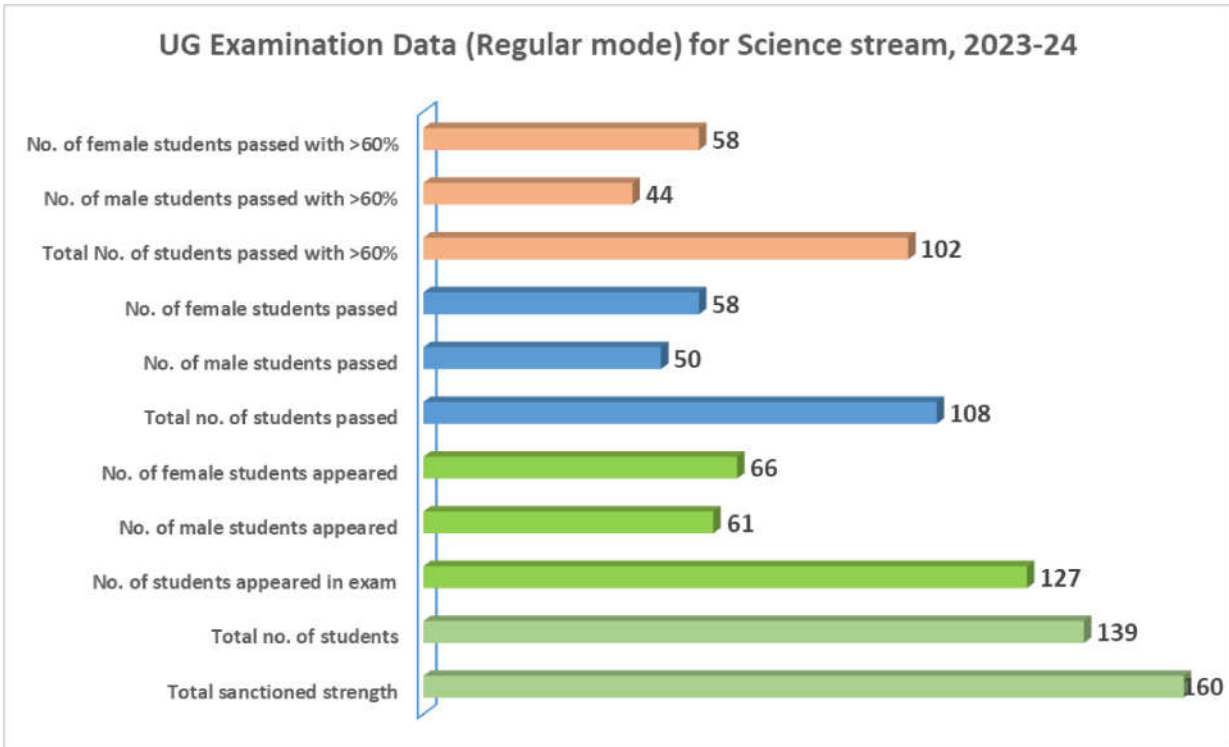


Figure IIA.4: Gender wise details of total students appeared, passed and scored 60% and above marks in UG Final Year Examination for Science Stream in the session 2023-24 in the college. In Science Stream, male students dominated with higher number of students who appeared, passed and secured above 60 % score except life science subjects (Botany and Zooology). In Zooology, students were only female candidates.

B) Examination data for PG students

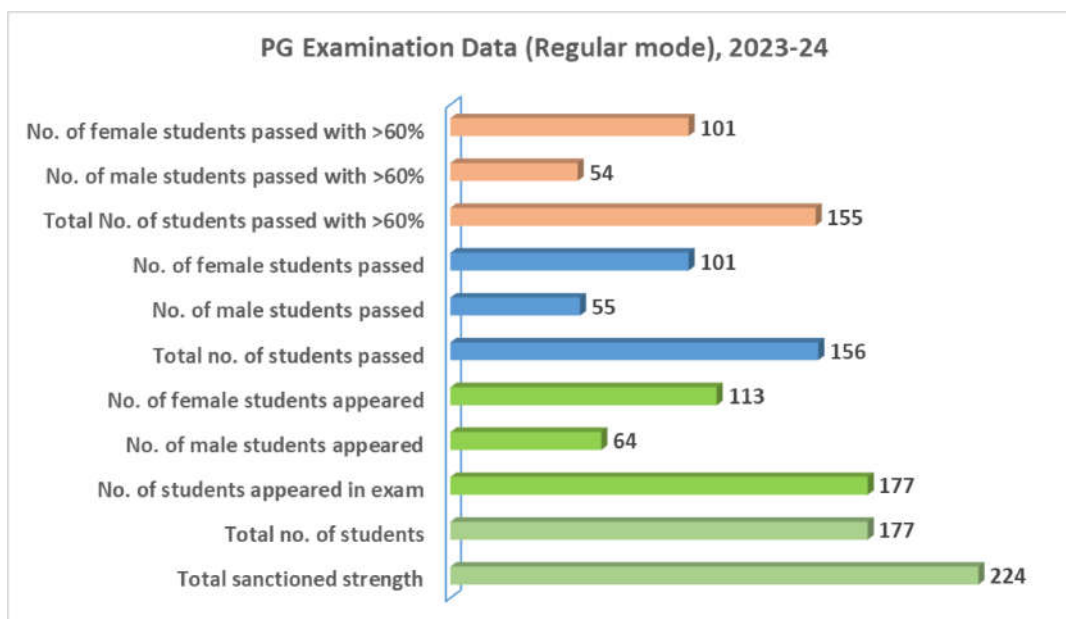
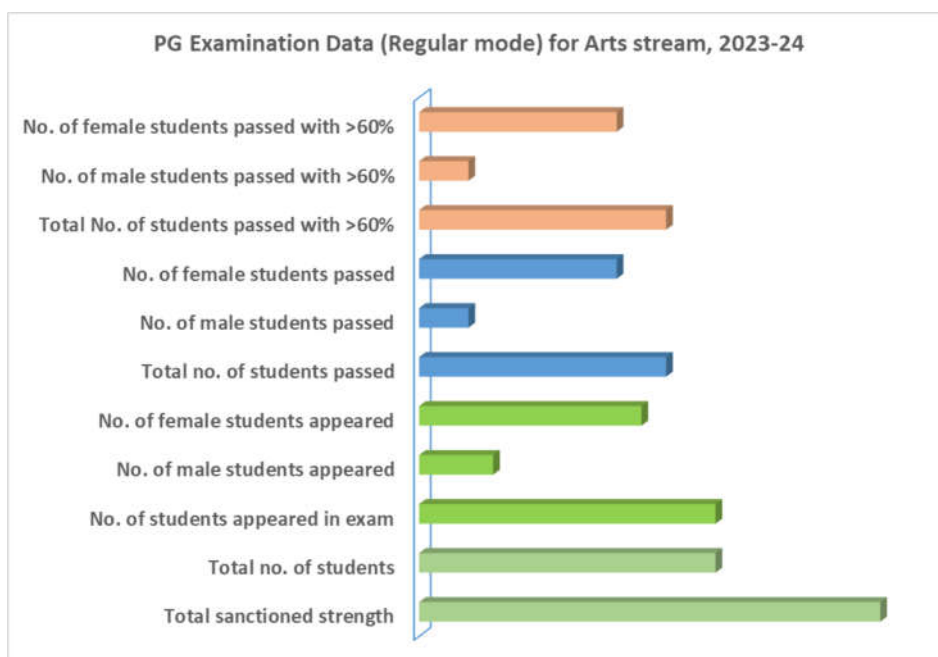


Figure IIB.1: Gender wise details of total students admitted, appeared, passed and scored 60% and above marks in PG Final Year Examination in the session 2023-24 in the college. It was observed that as compared to male students, the number of female students is more who appeared, passed and secured 60% or above score.



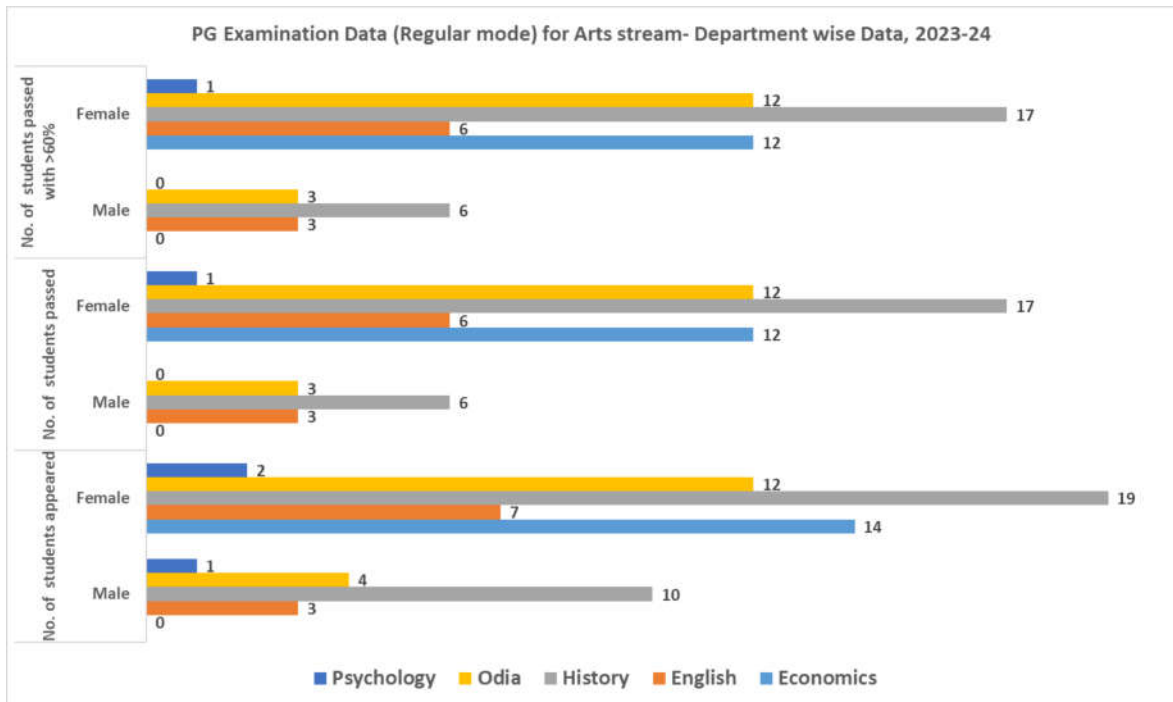


Figure IIB.2: Gender wise details of total students admitted, appeared, passed and scored 60% or above marks in PG Final Year Examination in the session 2023-24 in the college. It was observed that as compared to male students, the number of female students is more who appeared, passed and secured 60% or above score.

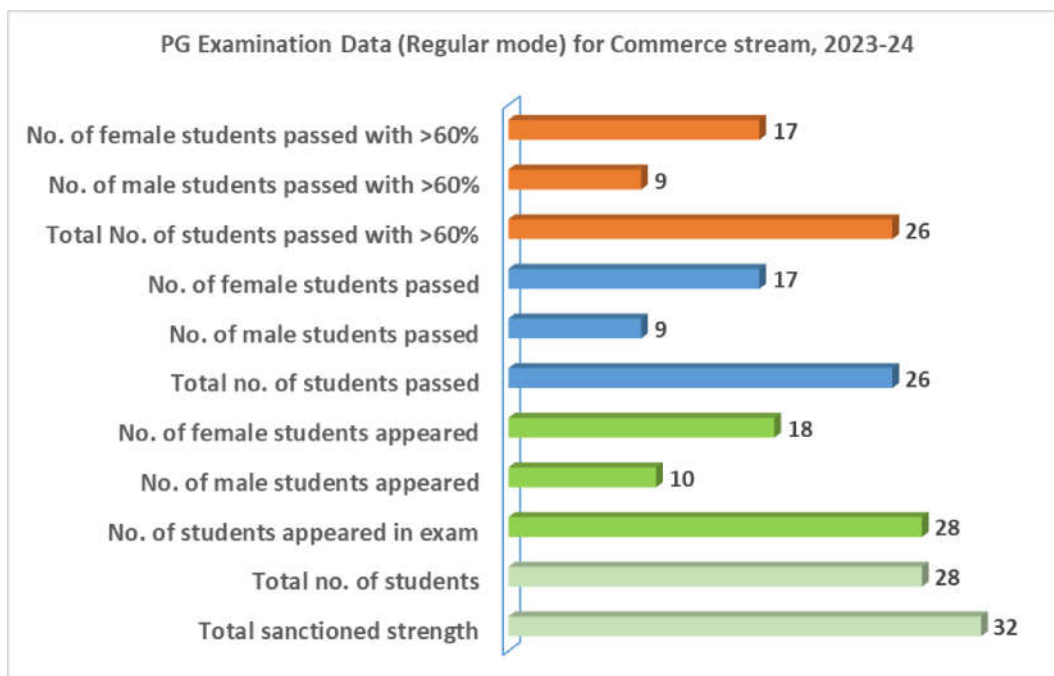


Figure IIB.3: Gender wise details of total students appeared, passed and scored 60% and above marks in PG Final Year Examination for Commerce Stream in the session 2023-

24 in the college. It was observed that as compared to male students, the number of female students is more who appeared, passed and secured 60% or above score.

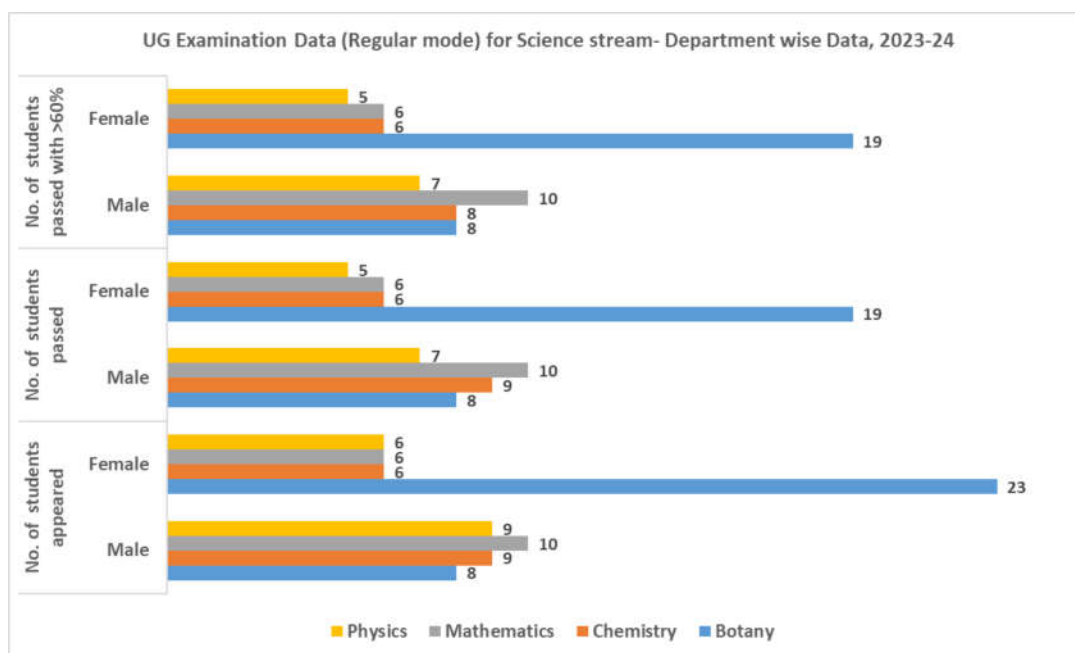
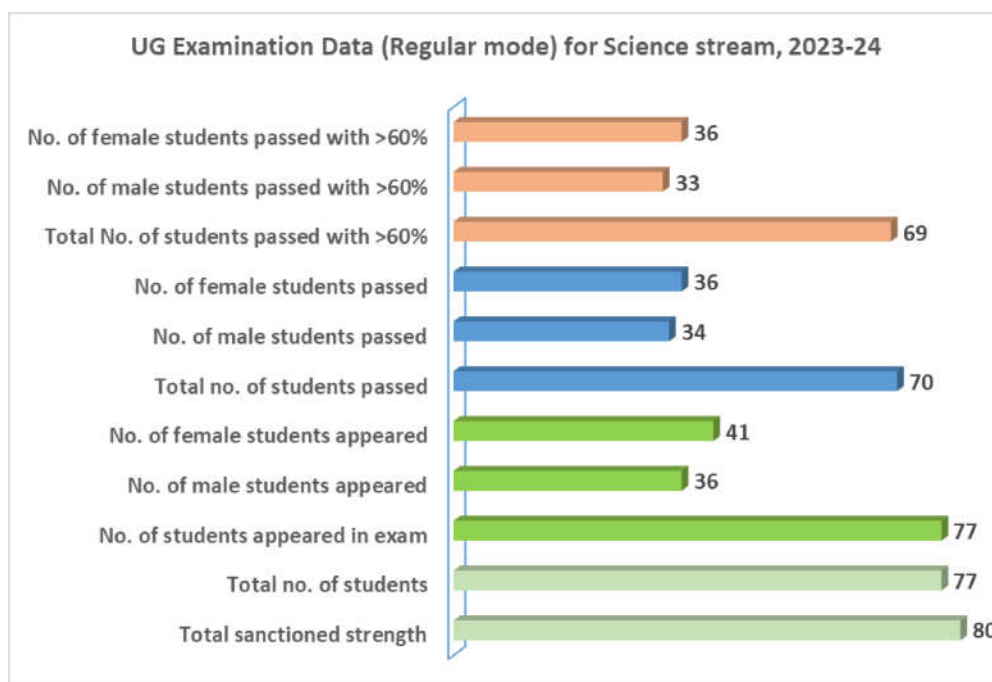


Figure IIA.4: Gender wise details of total students appeared, passed and scored 60% and above marks in PG Final Year Examination for Science Stream in the session 2023-24 in the college. In Science Stream, male students dominated with higher number of students who appeared, passed and secured above 60 % score Botany.

III. PLACEMENT DATA

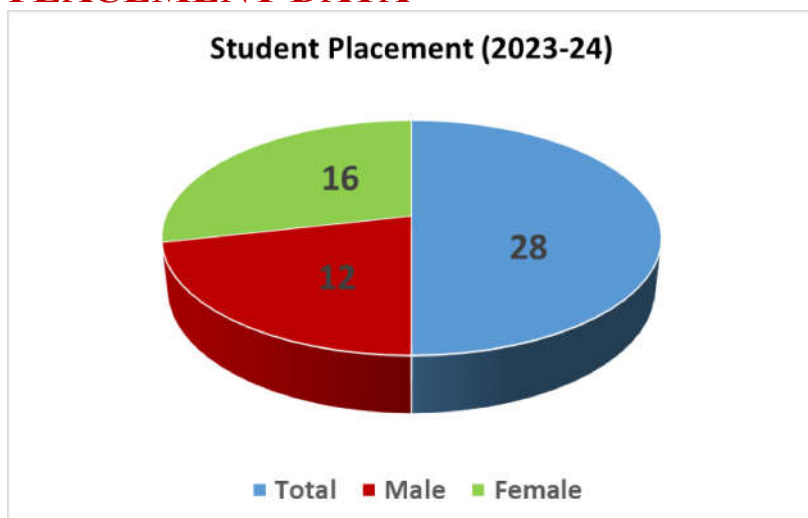


Figure III.1 Gender-wise details of Student Placement. It was seen that number of female students who got selected in different jobs were higher than male students.

GENDER SEGREGATED DATA ANALYSIS OF STAFF

I. TEACHING STAFF DATA

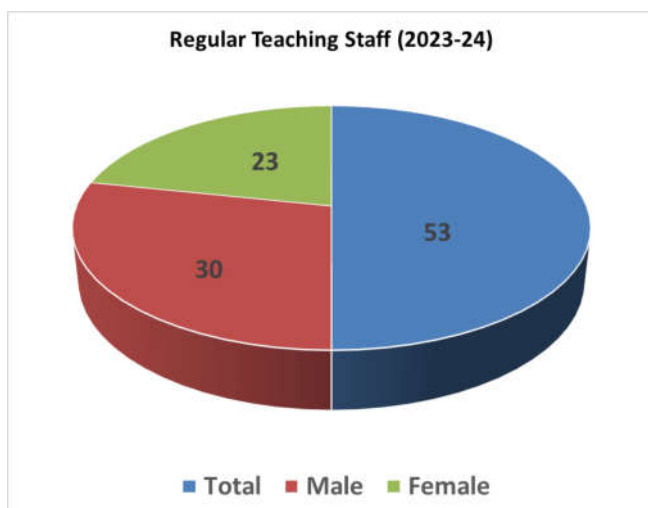


Figure I.1. Gender-wise details of Regular Teaching Staff for session 2023-24 as on 31.06.2024. Almost similar number of male and female faculties have been appointed as regular teaching staff in the college for the session 2023-24. An increasing participation of women in the position of Assistant Professors and Lecturers have been observed.

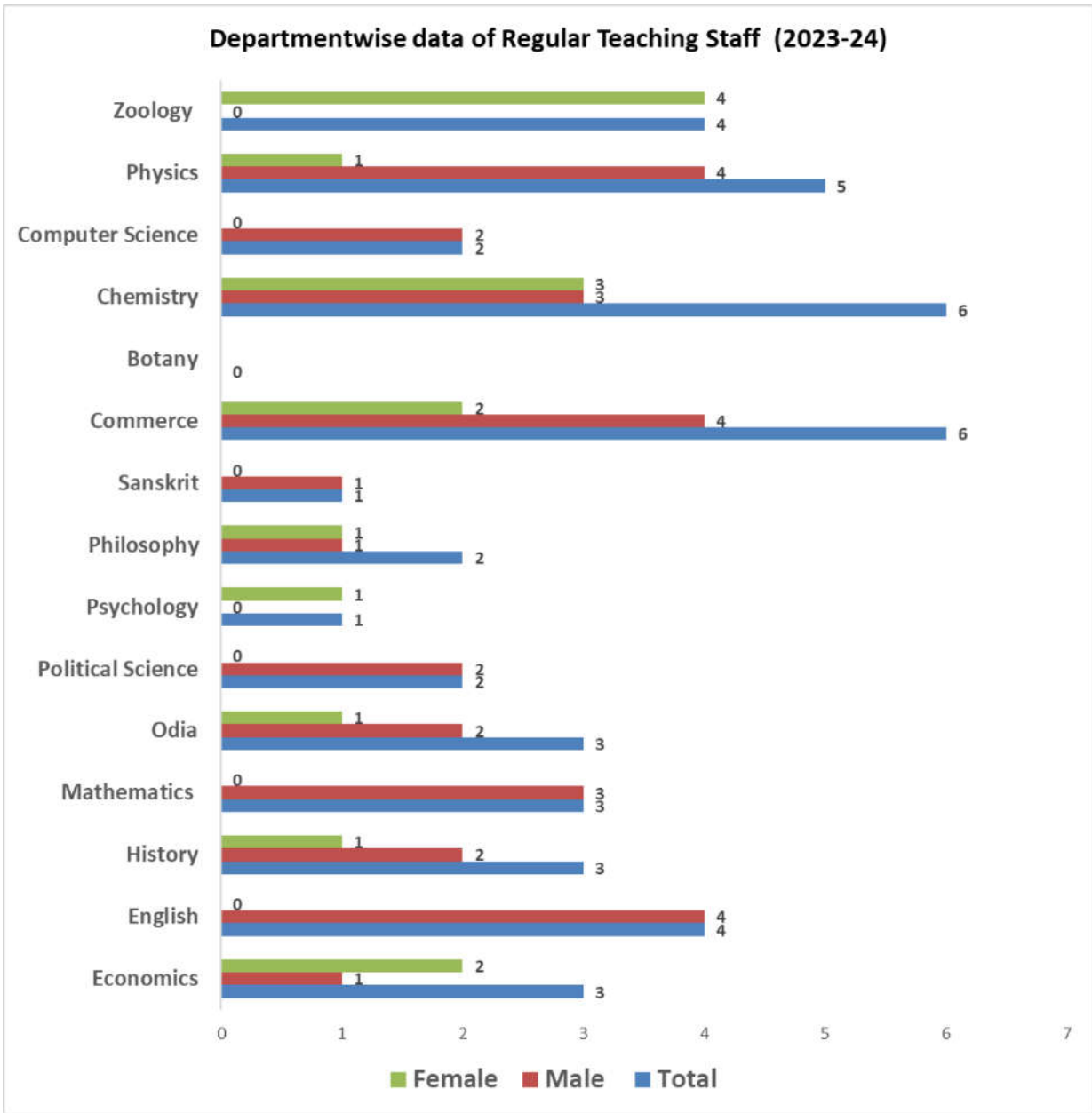


Figure I.2. Gender-wise details of Faculty members in different Departments of the college. It has been observed that most of the departments were dominated with male faculties, however the Departments namely Zoology and Psychology had only female teaching regular staffs.

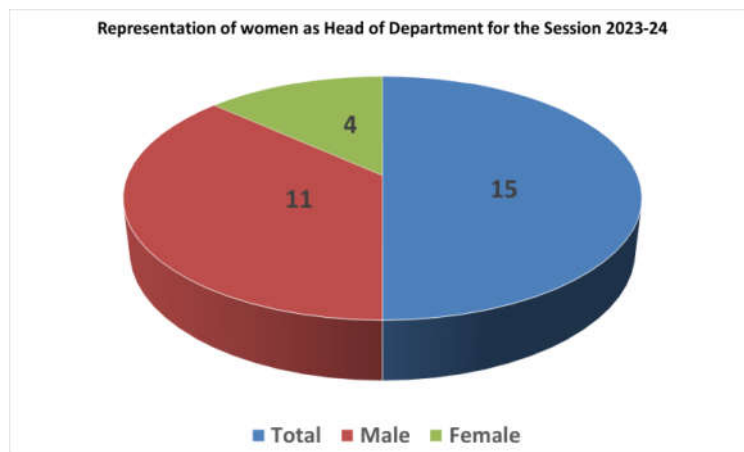


Figure I.3. Gender-wise details of Faculty members as Head of Departments in the college for the session 2023-24. Out of 15 departments, 4 Departments (Zoology, History, Mathematics and Psychology) had female faculty as Head of the Department (HOD).

II. NON-TEACHING STAFF DATA

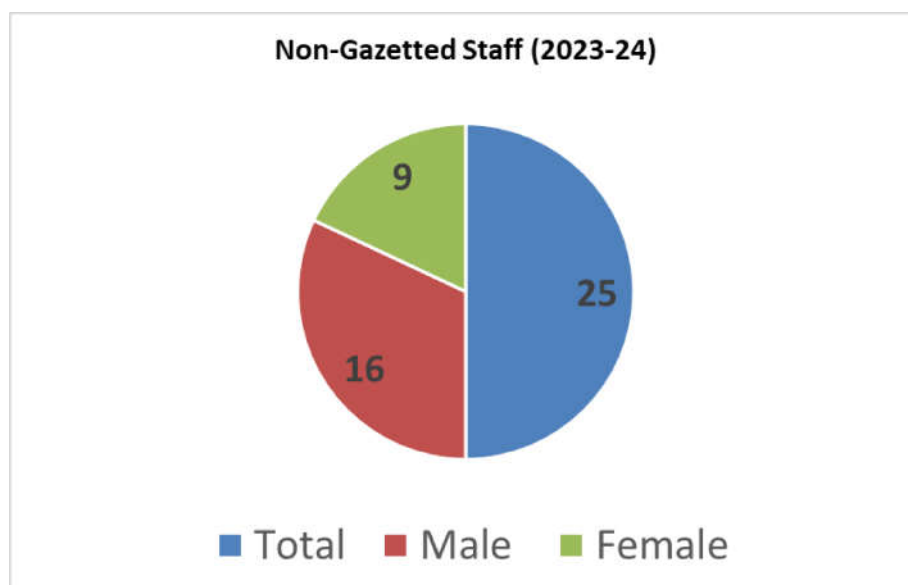


Figure II.1. Gender-wise details of Non-teaching staff members of the college. As far as non-teaching positions were concerned, it was mostly dominated by males which suggests of more representation of females under this category

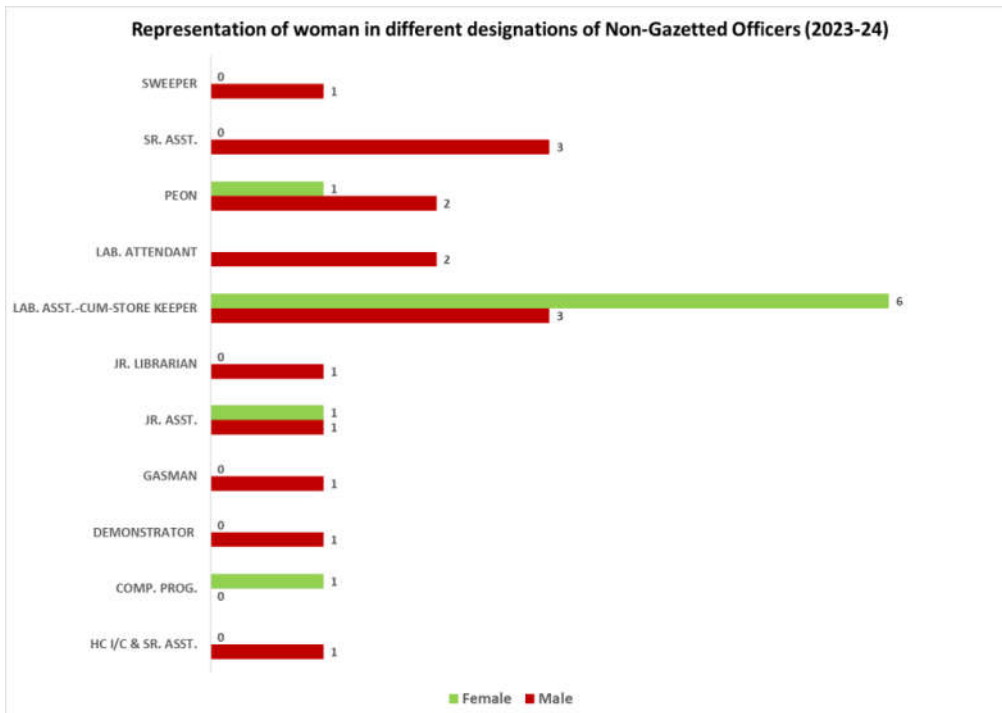


Figure II.2. Gender-wise details of different designations of Non-teaching staff members of the college for the session 2023-24. Female staffs were appointed as Lab. Assistant cum Store Keepers in the Science Departments as well as Computer Programmer in the session 2023-24

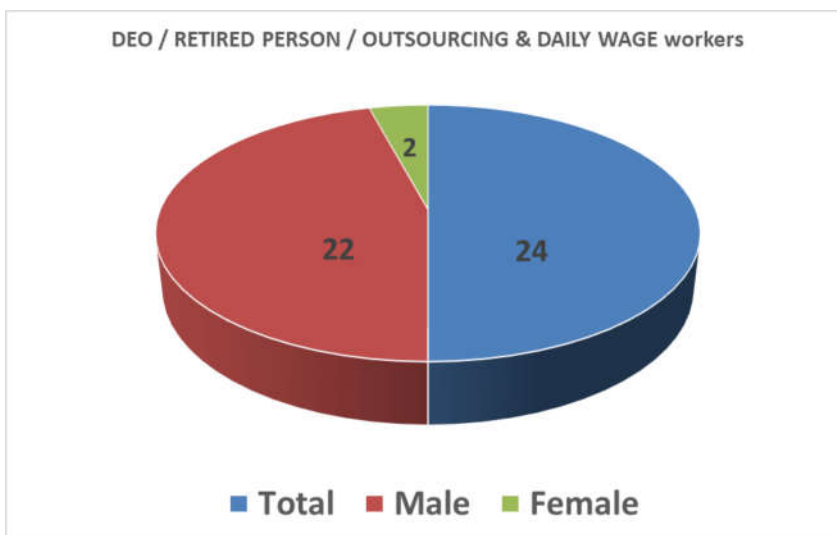


Figure II.3. Gender-wise details of DEO / Retired persons / Outsourcing & daily wage workers of the college for the session 2023-24. Out of the 24 staffs, only 2 were females under this category

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 discrimination. Gender Audit Team analysed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.

Through the audit process, key findings have been identified, shedding light on areas of strength as well as areas requiring improvement. It is evident that while progress has been made in certain aspects, there remains considerable work to be done to address disparities and ensure equal opportunities for all genders within the college community. Moving forward, it is essential for the college to prioritize the implementation of various recommendations to ensure a just gender sensitive environment in college campus, accompanied by robust policies, resources, and ongoing evaluation mechanisms. Collaboration among stakeholders, including faculty, staff, students, and administration, will be vital in driving meaningful change and cultivating a culture of respect, fairness, and empowerment for individuals of all genders

AUTHORISED SIGNATORIES OF AUDIT TEAM

4. Dr. Nirlipta Swain 
19.6.24

5. Dr. Shasmita 
19/06/24

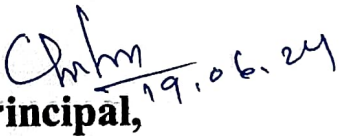
6. Dr. Manjulika Nayak 
19.6.24

IQAC COORDINATOR


19.6.24

Dr. Debasis Mohanty,
Dhenkanal Autonomous College,
Dhenkanal

AUDIT REPORT SUBMITTED TO:


Principal,
19.06.24

Dhenkanal Autonomous College,
Dhenkanal