

**REPORT ON GENDER
AUDIT**

2023-2024

**PREPARED FOR
SALIPUR AUTONOMOUS
COLLEGE, SALIPUR**

Introduction

Salipur College, a premier educational institution in the state completed 59 yrs of its existence is a flourishing cauldron of excellence in conventional degree education with high quality academic and value added research. The institution seeks to build an innovative and productive platform between the academic programme and the needs of the society. It is committed to create an ambience for nurturing innovation creativity and excellence in our students. It has contributed tremendously to the growth and development of modern Odisha over last 58 years, the college has Contributed immensely to the building of a modern nation through upholding a tradition of excellence.

The college has set up a cell to ensure gender equality among the students in the campus and to make them aware of the relevance of gender equality among the students in the campus and to make them aware of the relevance of gender equality is the society. The college always motivates the students to perform the social responsibilities and to empower them. It also conducted different programmes to boost the strength and capabilities of women students. College also provides a platform listening complaints, quick redressal of grievances and sensitizing female students on gender issues. For which the survey is Conducted among the students of the college for the academic year 2023-2024 for reviewing the operating environment of the college.

Vision

To be a centre of Excellence in higher education with a focus on innovative teaching and learning methods, research and outreach and extension activities with an aim to build a creative, enlightened, productive and society.

Mission

- To provide the students with requisite knowledge of skill and values required to become a responsible and gender sensitive citizen.
- To create and disseminate knowledge through inter disciplinary research and creative inquiry toward developing and meaningful progressive and gender neutral society.
- To equip students with problem solving, leadership teamwork skills and including a sense of commitment to equality, ethical behaviour and respect for all.
- To ensure academic excellence in this dynamism of knowledge, by exposing the students to new ideas, new way of thinking and understanding, new ways of knowing in their journey of intellectual transformation.

GENDER AUDIT OF SALIPUR AUTONOMOS COLLEGE (2023-2024)

The college initiates a gender audit to assess whether its internal plan, policies, practices and related support system for gender mainstreaming are effective. Through audit it tries to establish a baseline documentation of gender segregated data on every section of its system to bring gender balance in the campus and society.

OBJECTIVE OF GENDER AUDIT

1. To GENERATE A GENDER Segregated database of students and staff of this college.
2. To identify gender gaps and challenges
3. To execute the policies, rules and action of the college in promoting gender equality and keeping the need and interest of all genders.
4. To eliminate gender discrimination in any form including sexual harassment without the college campus.

METHODOLOGY

Required gender based information and data was collected through standardized format from each teaching and admitted department.

TABLE-01

(Gender wise details of Total students of the college)

Academic Year	Total Stud	Male	Female	Male Percentage	Female Percentage
2023-24	3827	1592	2235	41.5	58.4

Table shows the year wise classification of male and female strength of students and total no. of admission to the college. It shows the no. of female students is higher, compared to male students.

TABLE-02

(Gender wise details of Total students in programme wise)

Academic Year	Programme	Total Stud	Male	Female	Male Percentage	Female Percentage
2023-24	Arts	1522	486	1036	31.9%	68.0%
2023-24	Science	1350	673	677	49.8%	50.1%
2023-24	Commerce	807	543	264	67.2%	32.7%

It shows that the percentage of female students is higher in comparing to male students in Arts and Science stream but in Commerce it shows that percentage of female students is lower as compared to male students.

TABLE-03

(Gender wise details of teaching staff in college)

Academic Year	Total Staff	Male	Female	Male Percentage	Female Percentage
2023-24	90	41	49	45.5%	54.4%

TABLE-04

Gender wise details of teaching staff in college

Academic Year	Total Non-Staff	Male	Female	Male Percentage	Female Percentage
2023-24	53	37	16	69.8%	30.1%

It shows the no of male non-teaching staff is higher is comparing to female. The male non-teaching staff is 69.8% (37 no.) while the female is 30% (16 no.).

TABLE-05

Grade Position of Faculties (Gender Wise)

Academic Year	Grade Position	Total	Male	Female	Male Percentage	Female Percentage
2023-24	Reader	13	09	04	62.2%	30.7%
2023-24	Lecturer	87	37	50	42.5%	57.4%

It shows the no. of male reader is 62.2% (09 no) which exceeds female Reader the no. of which is 30.7% (04no). The no. of lecture male is 42.5% (37 no.) where the female no. is higher which is 57.4% (50 no.)

TABLE-06

Gender wise Ph.d holder among faculties.

Academic Year	Total	Male	Female	Male Percentage	Female Percentage
2023-24	19	10	9	52.6%	47.3%

Above table show that the male faculty members have the Ph.D. degree is higher (52.6%) 10 where as the Ph.D. degree female faculty is 57.03% i.e 9 no.

TABLE-07

List of Participation in Seminar /Conference in 2023-24

Activities	Total	Male	Female	Male Percentage	Female Percentage
Seminars	15	08	07	53.3%	46.6%
Conference	04	02	02	50%	50%

It shows that male faculty participated the seminar 53.3% 08 in no 50% i.e 2 no in conferences is higher than female faculties participated that is 46.6% and 50% in conferences.

TABLE-08

List of representation of Authorities seen last 3 years.

Year	Principal	
	Male	Female
2021-22	00	01
2022-23	00	01
2023-24	00	01

It shows that in last 2 years there were 2 lady principals and 2022-23 session college is administered by lady principal.

TABLE-09

List of Headship is important official responsibilities.

Sl.No	Official responsibility	Male headship	Female headship
1	Administrative Bursar	01	00
2	Academic Bursar	01	00
3	Accounts Bursar	01	00
4	Calendar Editor	01	01
5	Admission Cell	02	00
6	Examination in charge	05	02
7	Timetable in-charge	01	00
8	NAAC Committee	01	00
9	UGC in Charge	01	00
10	Self-defence training	00	01
11	Athletic Association	01	00
12	NCC	01	01
13	NSS	00	01
14	YRC	01	00
15	Rovers & Rangers	00	01

TABLE-10

List of Gender Status in Core Committee in policy perspectives-2023-24

Sl.No	Name of the Committee	Total	Male	Female	Male Percentage	Female Percentage
1	Academic Council	02	01	01		
2	Finance	02	02	00		
3	Secretary Staff Council	02	01	01		
4	Admission	07	06	01		
5	Alumni	09	05	04		
6	NAAC Committee	09	08	01		
7	Anti-Ragging Cell	12	06	04		
8	Construction Committee	08	07	01		
9	Canteen Committee	10	03	07		
10	Discipline	10	08	02		
11	IDP, OHEPLE	02	00	02		
12	Ethic Committee	09	04	05		
13	Grievance redressal cell	13	10	03		
14	IQAC	01	01	00		
15	Library	10	06	04		
16	Proctorial Committee	04	01	03		
17	Exam (Autonomous)	04	03	01		
18	Purchase Committee	11	08	03		
19	Council Exam	05	03	02		
20	Hostel	04	02	02		
21	Scholarship	02	02	00		
22	Sexual Harassment	11	00	11		
23	UGC Autonomous Affair	04	02	02		

TABLE –11

Gender related activities organized by different Committee on Association or Deptt.

Sl.No	Organization Deptt. Associate	Topic	Date	Theme.
1	Sociology	Feminism problem & prospective odia in	16.02.2023	Gender sensitization

TABLE –12

List of Representation in different extension Activities of the students.

Sl .No	Categories	Total	Boys	Girls	Boys Percentage	Girls Percentage
1	NSS	100	50	50	50%	50%
2	NCC	100	50	50	50%	50%
3	YRC	50	23	23	54%	46%
4	Rovers & Rangers	36	18	18	50%	50%

It shows equal number of boys and girls are represented in NSS is NCC is 50% and in YRC 54% of boys 46% of Girls have participated. The boys number is higher where sd the girls number is lower But in Rovers & Rangers the boys & girls are of same member.

TABLE –13

List of subject Topper in different department (2023-24)

Sl. No.	Subject	Topper	
		Male	Female
1	Economics	01	01
2	Education	00	02
3	History	00	02
4	Poltical Sc.	00	02
5	Odia	01	01
6	Sociology	00	02
7	Phiosophy	00	01
8	English	01	02
9	Botany	01	01
10	Zoology	01	01
11	Chemistry	02	01
12	Physics	01	00
13	Mathematics	01	00
14	Commerce	00	02
15	Statistics	00	02
16	MSW	00	02
17	MFC	00	02
18	Odia	01	01
19	Chemistry	01	01
20	Sanskrit	00	02
21	H.Sc	00	03

It shows that girls students are showing their academic excellence in their respective.

TABLE-14

Gender wise Best Graduate.

Year	Arts		Science		Commerce	
	Boys	Girls	Boys	Girls	Boys	Girls
2023-24		01	01			01

TABLE-15

Gender wise Participation of Students in Sports. (Inter College)

Sl.No	Types of events Total	Total	Boys	Girls	Boys Percentage	Girls Percentage
1	Target ball	04	01	03	25	75
2	Badminton	00	00	00	00	00
3	Rugby	08	00	08	00	100
4	Basket Ball	00	00	00	00	00
5	Athletics	15	08	07	53.3	46.6
6	Cricket	15	14	01	93.3	6.6
7	Hand ball	14	07	07	50	50
8	Net Ball	03	03	00	100	00
9	Kabadi	24	12	12	50	50
10	Khoko	12	00	12	00	100
11	Drop row Ball	03	02	01	66.6	33.3

In so many events the students participated inter college & state level competition out of which Badminton has no representation from either gender. In Rugby the girls have unit percent (100%) 08 No. participation in Khoko and in Kabadi the girls have higher participation than boys.

TABLE-16

Year	Types of event	Total	Boys	Girls	Boys Percentage	Girls Percentage
2023-24	Khoko(Women team)	12	00	12	00	100
	Hockey	20	10	10	50	50
	Athletic	12	00	12	00	100
	Khoko(nation)	02	00	02	00	100
	Hand Ball	01	00	01	00	100
	Rugby	01	00	01	00	100
	Drop row ball	01	00	01	00	100
	Cricket	01	00	01	00	100
	Net Ball	01	00	00	100	00
Target Ball	04	01	03			

Above table shows in khoko, Athletics, hand ball, Rugby, Droprow ball, Cricket the representation of girls are higher but no representation from boys side in netball . Boys have 100% representation and in hockey boys have 50% representation.

TABLE-17

Participation in the College Game (Gender wise list)

Year	Types of events	Total	Boys	Girls	Boys Percentage	Girls Percentage
2023-2024	Athletic	90	40	50		
	Cricket	90	80	10		
	Kabadi	50	30	20		
	Football	50	40	10	80	20
	Khoko	20	00	20	0	100
	Badminton	40	20	20	50	50
	Volly Ball	110	40	70	36.3	63.3
	Net Ball	35	20	15	57.1	42.8
	Hand Ball	30	15	15	50	50
	Tug of war	160	80	80	50	50

It shows the girls have higher percentage of participation in Khoko and Volly ball where as boys have higher percentage of participation in cricket, Foot Ball & Net Ball. Equal percentage of participation seen in hand Bal , Tog of war & in Badminton for both boys & girls.

TABLE-18

Gender wise Indoor Game Participation.

Year	Type of event	Boys	Girls	Total
2023-24	Chess	100(52.6%)	90(90%)	190
	Carrom	100(40%)	150(60%)	250
	Table Tennis	100(50%)	100(50%)	200

Above table shows boys have 100% participation in tennis where as girls have 90%, 60% & boys have 40%, 60% in chess & Carom respectively.

TABLE-19

List of Hostel wise intake capacity.

Year	Name of Hostel	No. of Boarders	No. of Seats	No. of applicants
2023-24	Ladies'	110	110	130
	Boy's	40	75	35

A ladies' hostel with 110 intake capacity while 130 applicants had applied for that hostel seat 110 seats are provided with facilities for boys hostel it is different available seat is 75 but 40 boys available the facilities ,35 applied for it.

TABLE-20

Provision of maternity leave in 2023-24

Type	Access of maternity leave	Case of those who denied the maternity leave
Regular	03	Nil
Guest Faculty	Nil	Nil

It is only available for regular employees in teaching and non-teaching profession. Three nos. of teaching staff have availed 181 day maternity leave.

TABLE-21

Authorship in language & literature (Gender wise)

Year	Subject	Male Writer	Female Writer
2023-24	English	04	02
	Odia	05	03
	Sanskrit	02	01
	Total	11	06

It shows there are eleven male and six no. of female authorship in English, Odia and Sanskrit literature.

TABLE-22

List of inclusion of Gender concept in prescribed syllabus (Social Science)

Subject	Name of the paper	Name of the Unit	Name of the Concept
English	Core-10 Women's writing	Unit-1,2,3,4,5	Gender Sensitization
Pol.Sc	GE-1 Pap-1 Feminism DSE-3(women , power & politics)	All Units	Gender Sensitization
Sanskrit	Pap-2,3 Ethical literature in Sanskrit, Dran	DSE-2 U-1,2,3	Gender Sensitization
Sociology	Core-7 , Gender & Society	All Units	Gender Sensitization
Education	Vision of Education in India	GE-1, U-4	Gender Sensitization
Home Sc.	1.Family resources management family meal 2.Planning 3.Human development(C-3,5,6,11)	Unit-1,2 U-3,4 U-1,2,3	Gender Sensitization
Philosophy	Feminism	All Units	Gender Sensitization

It shows in some of the prescribed syllabus (Social Science) the concept of gender Sensitization is being taught by different faculties.

TABLE-23

List of Gender Sensitive Programme.

Year	Seminar			Competition			
	State	National	Institution	Eassy	Debate	Rangoli	Mehendi
2023-24	02	00	02	02	02	02	01

Self defense training classes are offered by the college to the girls in each academic year and culture Competition organised every year by Humanity Society to promote the creative spirit among the girls students.

Two nos of state level seminars and two no departmental autonomy seminar are organized by the college on gender sensitization.

TABLE-24

List of sexual harassment cases.

Year	Care reported if any	
2023-24	Nil	

There is no cases of sexual harassment were brought to the notice of the members of sexual harassment committee.

TABLE-25

List of Toilet Provision.

Sl.No	Category	Number
1	Toilet for boys	05
2	Toilet for girls	03
3	Toilet for lady staff	02
4	Common toilet facility	02
5	Toilet for PWD girls	Nil
6	Toilet for PWD boys	Nil
7	Toilet for CWSN	01

There are adequate number of toilets for boys , girls & staff and one toilet for CWSN but there is no toilet for PWD girls & boys.

Finding regarding gender Audit Status

1. Student strength particularly girl's strength is high both Arts and Science UG level programme. Girls enrolment is more than that of boys in most programme.
2. Success rate of girls students is higher than that of boys.
3. The participation of girls is more than that of boys is Cultural activities.
4. In sports the participation of boys is more than that of girls but in some events the girls participation is more than that of boys.
5. The teaching staff strength of female is higher than male.
6. The institution organizes self defence programme for girls students every year.
7. Equal opportunities to all genders to work with various forums.
8. Equal opportunities given to all gender for free and fair expressions of ideas.
9. Most important that different departments of having the initiative to sensitize the campus at regular intervals to organize outreach programmes on gender issues.
10. The college campus fosters an atmosphere of zero tolerance for gender discrimination and allows resources for extracurricular activities on a gender neutral basis.

Conclusion

The auditing of gender situation in campus shows that the college stands out is having a good balance in its academics and administrative spheres. It is a gender sensitive campus and gender balancing is well maintained so far as the staff and student components and achievements are concerned. However, the weakness and challenges if any can certainly be overcome with sincere dedicated and effective management of the college administration with a strong commitment, vision, effort towards establishing a gender neutral campus. It would definitely make a mark as a gender sensitive institution of Higher Education within and outside the state of Odisha.
