

GENDER AUDIT REPORT

SESSION :- 2020-2021 to 2023-2024



Internal Quality Assurance Cell

HINDOL COLLEGE, KHAJURIAKATA DIST-DHENKANAL,

ODISHA-759020

PREFACE

Gender is a key for maintaining sustainable and peaceful world order. Gender equity is more than just equal representation but it's for the establishment of Women's right and requires policy changes.

Gender sensitization helps to increase understanding and knowledge about gender equality and encourages us to eradicate gender stereotype and conventional ideas regarding gender.

Gender audit aims to create a frame work to identify critical gender gaps and challenges. It helps to access the management on gender equity within the organization. The audit works towards recommendation of how gender disparities can be addressed through improvements and innovations.



CHAPTER – 1

INTRODUCTION

1. Introduction

Gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and / provision of services, structures proceedings and budgets. The college always has the student centric policies in academics and co-academics as well and special measures for girl students.

1.2 About the College

Effulgent with the elegance of natural flora and fauna, enriched with green resources encompassed by hills and adorned by forest streams Hindol Sub-Division was one of the princely states till 1950. When our nation attained independence from the British rule, the wind of progress and educational awakening started flowing throughout the length and breadth of our motherland. The noble thought of establishing an institution of higher education for spread of knowledge and development of the rural people hovered in the minds of some of the enthusiastic intellectuals, political, leaders, distinguished personalities and common mass. Attempts were made previously in 1974 and 1976 for establishing a college in Hindol Sub-Division but only in 1977 the dream became a reality.

Some education loving people led by retired army doctor captain Radhu Charan Pradhan consulted the then MLA Late Trinath Naik and took the necessary initiative with the support of the villagers of the nearby Panchayats as well as Government and chose Khajuriakata which was centrally located in the Sub-Division for setting up of a college of higher education and christened it as Hindol College. Thus, a long cherished aspiration of the people of Hindol was fulfilled on 5th September, 1977 i.e. Teachers Day.

A thirteen-member governing body was formed with Late Dhaneswar Sahu as president and Dr. R. C. Pradhan as secretary. Initially Intermediate Arts class was started with seventeen students. The abandoned CT school campus was occupied and the buildings were renovated and reconstructed for the running of the classes. Aviram Samal, Lecturer in Economics was the first Principal of the College. The other teachers who were appointed in the beginning were Nagendranath Das, Lecturer in History, Umakanta Pradhan, Lecturer in Political science, Akshaya Kumar Mohapatra, Lecturer in Oriya and Narayan Chandra Choudhury, Lecturer in English. Two clerical staff Niranjana Biswal and Sudhakar Sahu was posted and Biprabar Muduli was appointed as Librarian.

In the early days the college passed through very hard times and the financial condition of the college was precarious. Dr. Pradhan with the support of the staff moved from village to village to muster help and support for the institution. Dharmananda Biswal of Ranjagol was very philanthropic to donate 1.13 acres of homestead land to the college. Dr. Chaitanya Sahu, Ex –MLA Rabi Narayan Naik, Ex-Sub-Collector, Hindol Ex-Tahasildar Brahmananda Rout are persons who will always be remembered for their self-less support for this august cause.

To promote science education the college opened Intermediate in science in 1985 with 64 seats which was increased to 128 in 1990-91. The number of seats in arts was increased to 256 in 1992. Degree classes in arts were opened in 1988 with 128 seats and the degree science stream with 96 seats was started in 1992. Further academic expansion was obtained by opening of honours subject in history and political science in 1994. Honours subject in physics, chemistry, mathematics botany and economics were opened in 2003.

The college also provides facilities for vocational education with courses like diploma in Medical Laboratory Technician and Diploma in Computer Science. The National Social Service (NSS) wing started functioning in the institution since 1990. Students of both +2 and +3 wings are part of the NSS. Different social service schemes are conducted by the NSS.

The Youth Red Cross started functioning in the college since 1995. The wing is involved various awareness programs and activities like AIDS awareness, blood donation and blood grouping etc.

The college has provided Bharat Scouts and Guides for +3 students. The NCC Unit functioning in the college since 2012. The wing is involved various awareness programs and activities and all awareness, blood donation and blood grouping etc. The college organizes extra-mural classes for the personality development of the students and classes on Yoga are also conducted for physical and moral strength.

The college magazine SAMUKA and wall magazine SAMUDRA provides platform for the literary creativeness of the students.

The college has a well-stocked library which has more than ten thousand books for higher secondary and degree levels. A good number of standard UGC books have been purchased. or reference, Journals for research work and general category are also available in the library.

The college has been residential committee to help students get proper accommodation. The employment cell helps to set information regarding jobs. The quality assurance cell helps for better education.

The college has been registered under UGC act 2 (f) and 12 (B) in 2006. Now the college is receiving financial assistance from UGC for infrastructural facilities, equipment, books and journals for the library helps for remedial classes.

The college is very much indebted to the President Governing Body Smt. Anjali Behera, MLA, Hindol without whose Co-operation and kind attitude all these developments work not have been possible.S

The institution is grateful to Ex. Member of the parliament Brigadier K. P. Singh Deo who has contributed rupees five lakhs from his MP LAD fund for the construction of conference Hall.

Being the prime center of education in this Sub-division the college attracts love and good wishes from the people, students and guardians of this locality and with their support to the institution hopes to which forward with pride and in the days to come.

Vision-

- To promote Higher Education entailing new pedagogy, envisioning quality evaluation, promotion and sustenance for fostering global competencies among the students.

Mission-

- To promote student centric learning.
- To inculcate innovation skill, creativity and self-employability among the students.
- To propagate scientific temper.
- To involve all the stake-holders in the college tier system of parents, staff and alumni for holistic development of the students.
- To inculcate value system, enrich culture and heritage.

- To promote women empowerment for harmonious, healthy living in the society.
- To update the students with relevant knowledge, skill, technical knowhow to keep pace with the present work order.

OBJECTIVES AND SCOPE OF THE AUDIT

The major objectives of the present audit are as following-

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision making processes in all areas of the college activities.
- To suggests measures for bridging the gender gap.
- To foster gender equality in all aspects of the college
- To observe the works and capacity for prevention of sexual harassment, ragging of the students in the college.

METHODOLOGY

The Gender Audit was organized on four different dimensions like; Gender Analysis of students, Gender Analysis of Teaching Faculty, Gender Analysis of Non-teaching Faculty and Gender analysis of Institutional Policy and Provision. A common format for collecting baseline data was prepared and was distributed to all participants concerned in the process of Gender Audit. (Refer Annexure-1). In order to meet its objectives, this audit combined physical inspection with a review of relevant documentations and personal interviews with various stakeholders. The audit process involves collection of data, analysing policies/programmes and data to access the extent of gender equality and balance.

GENDER SENSITIVE FEATURES IN COLLEGE

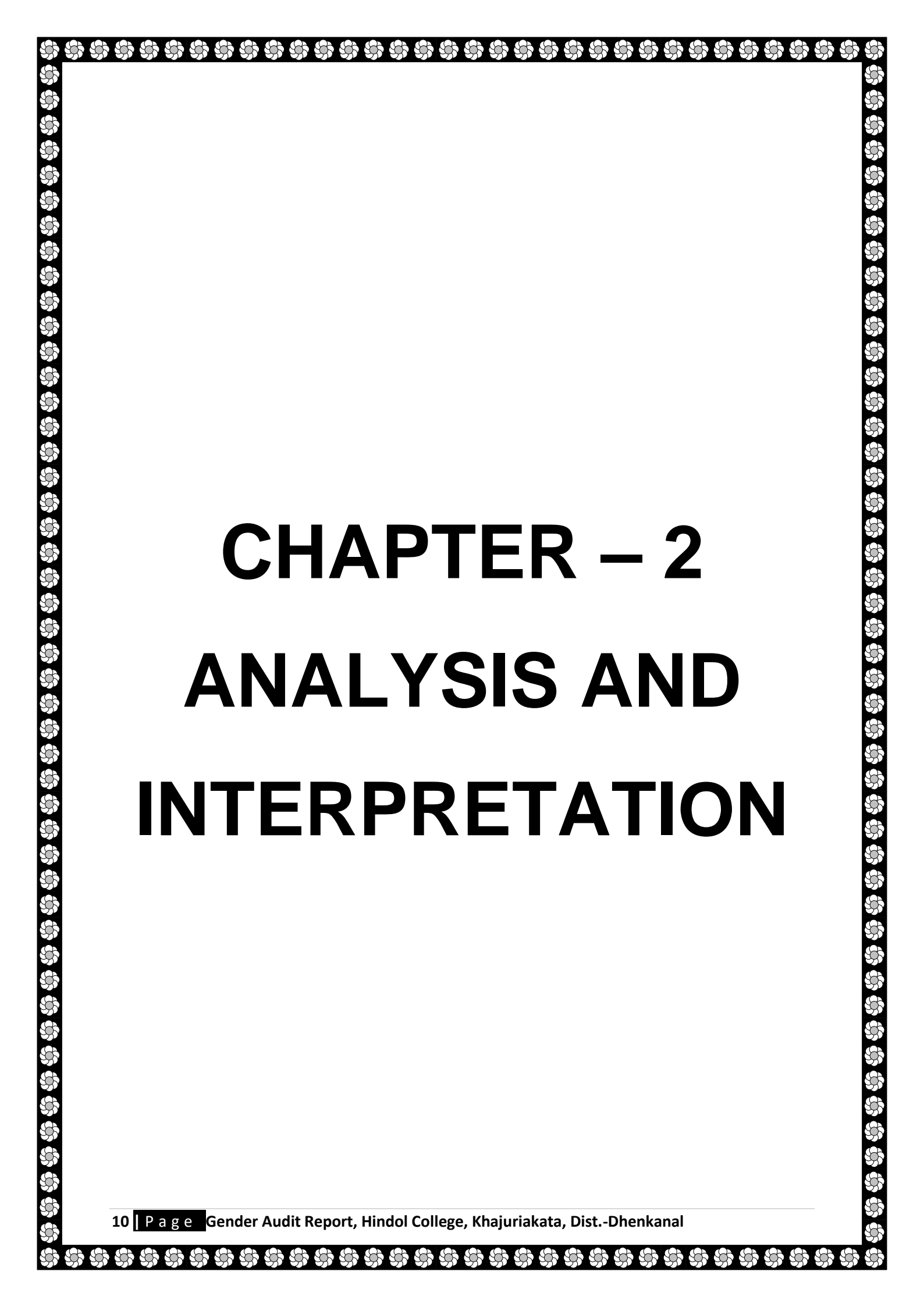
The college ensures the safety of the college students for which handful numbers of CCTV are installed in Class rooms, Library, Administrative building, Hostel, Portico areas and two numbers of Security guards and one Night-watchman are employed by the colleges.

To ensure the safety measures of girls students, a girls common room with adequate place, sufficient numbers of chairs, water purifier, clean and safe toilets with access to water and garbage disposal and a lady attendant have been provided to address the needs of all adolescent girls.

Counselling of Students is done whenever required by teachers and professional counsellor. 'Mentor-Mentee' system has been introduced. Mentors motivate students to approach them for help and support of all kinds.

Women Harassment and Anti-sexual Harassment cell have been established to provide a healthy and congenial atmosphere and to resolve issues to develop non-threatening and non-intimidating atmosphere of mutual learning among all the girls.

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.



CHAPTER – 2

ANALYSIS AND

INTERPRETATION

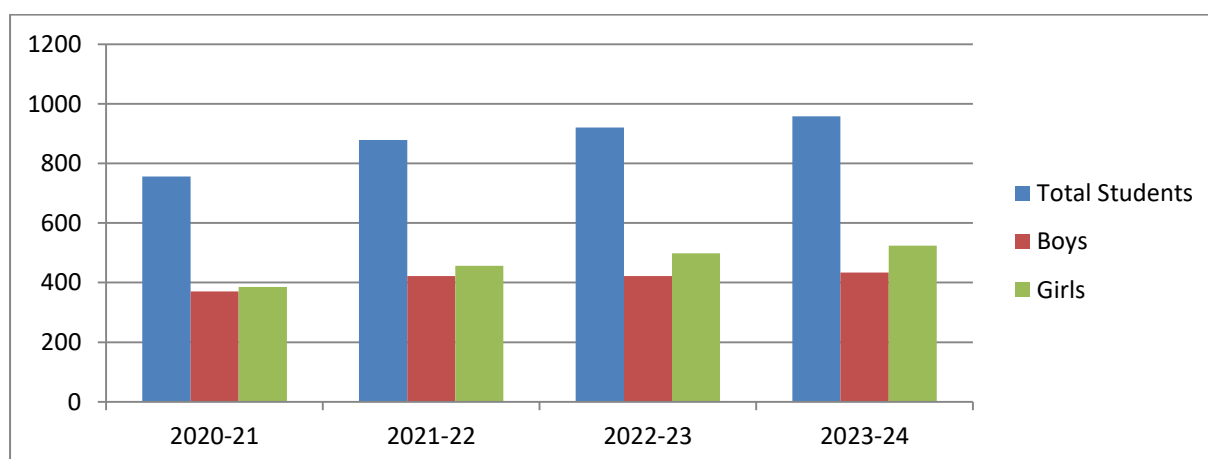
2. ANALYSIS AND INTERPRETATION

2.1 GENDER STATUS OF STUDENTS The tables presented below gives the gender ratio both in count and in percentages for the past 4 years from 2020-2021 to 2023-2024.

Table 1: Year wise Gender Classification

Session	Total Students	Boys	% of Boy	Girls	%of Girls
2020-21	756	371	49.07	385	50.93
2021-22	878	422	48.12%	456	51.88
2022-23	920	422	45.87	498	54.13
2023-24	958	434	45.30	524	54.70

Figure 1: Year wise Gender Classification

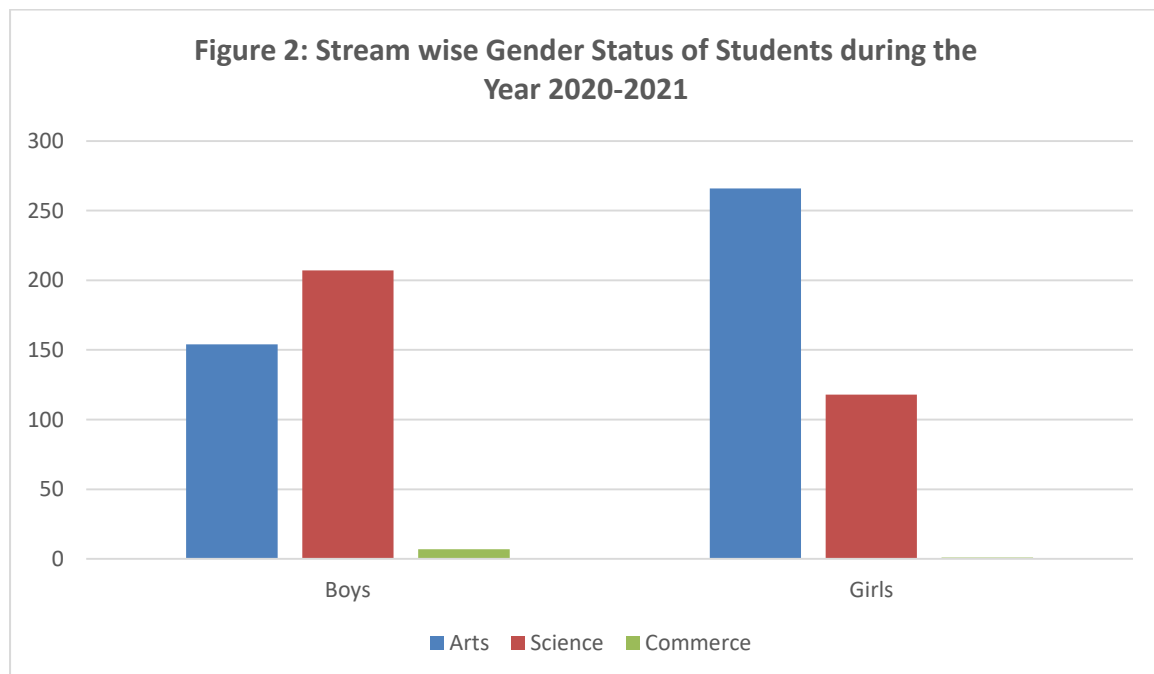


The table 1 describes the year wise classification of boys and girls students of the college for the past four years from 2020 till 2024. The figures are presented both in count and percentages. The strength of the students varies due to changes in Government rule for admission of students in different year with different capacities. In above four years the seats in every stream were filled up. The total strength of students in 2020 was 756 and by year 2023 it has come up to 958. From the above table it is evident that out of total strength in 2020-21, 2021-22, 2022-23, 2023-24 the percentage of girls is always higher than boys with the boys' and girls' ratio of 49.07:50.93, 48.12:51.88, 45.87:54.13, 45.30:54.70 respectively.

2.1.2 YEARWISE GENDER STATUS OF STUDENTS IN DIFFERENT STREAMS

Table 2: Stream wise Gender Status of Students during the Year 2020-21

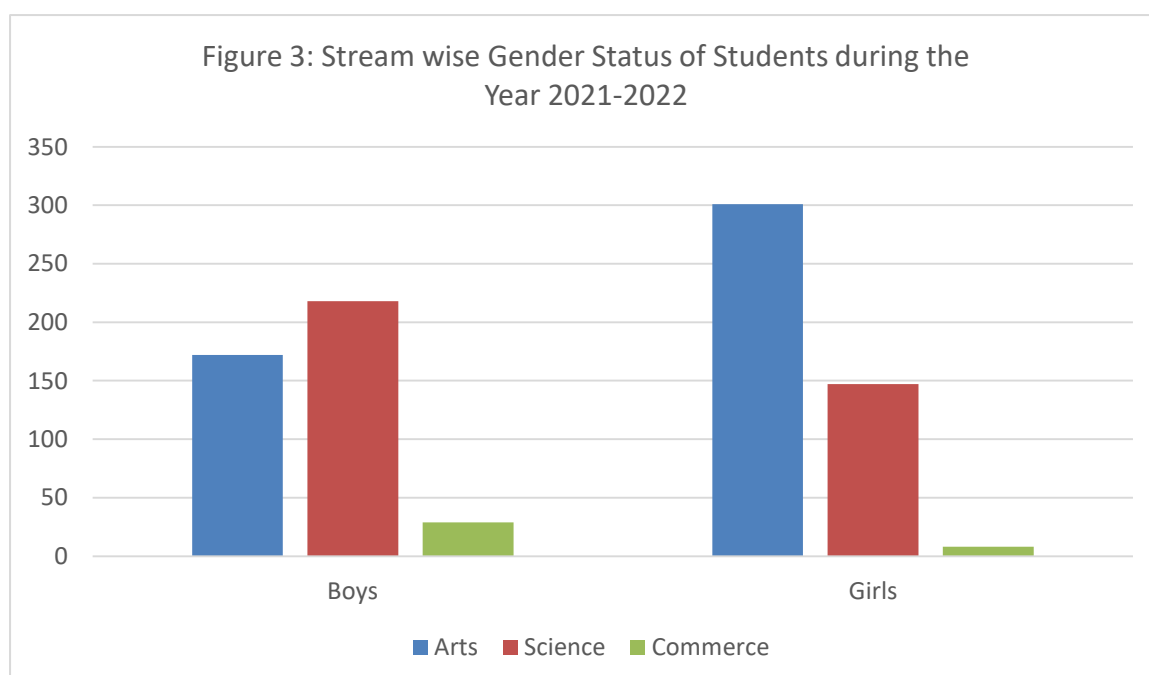
Stream	Boys	% of Boy	Girls	%of Girls
Arts	154	36.66	266	63.33
Science	207	63.69	118	36.30
Commerce	07	87.5	01	12.5



The table 2 shows the stream wise classification of boys and girls students of the college during the year 2020-2021. From the figure it is clear that the girl students' strength i. e. 63.33% (266 no.) against the boys strength of 36.66% (154 no.) which states that the percentage of girls enrolled during 2020-2021 is much higher than the boys in Arts stream. In Science stream, a reverse trend is witnessed among the students enrolled. Enrollment of boy students is higher against the girls, with a percentage ratio of 63.69% (207 no) boys against 36.30% (118 no) of girls, which shows, girls are showing least interest in studying in science subjects and In Commerce stream, also among the students enrolled. Enrollment of boy students is higher against the girls, with a percentage ratio of 87.5% (7 no) boys against 12.5% (01 no) of girls, which shows, girls are showing least interest in studying in commerce subjects.

2021-22

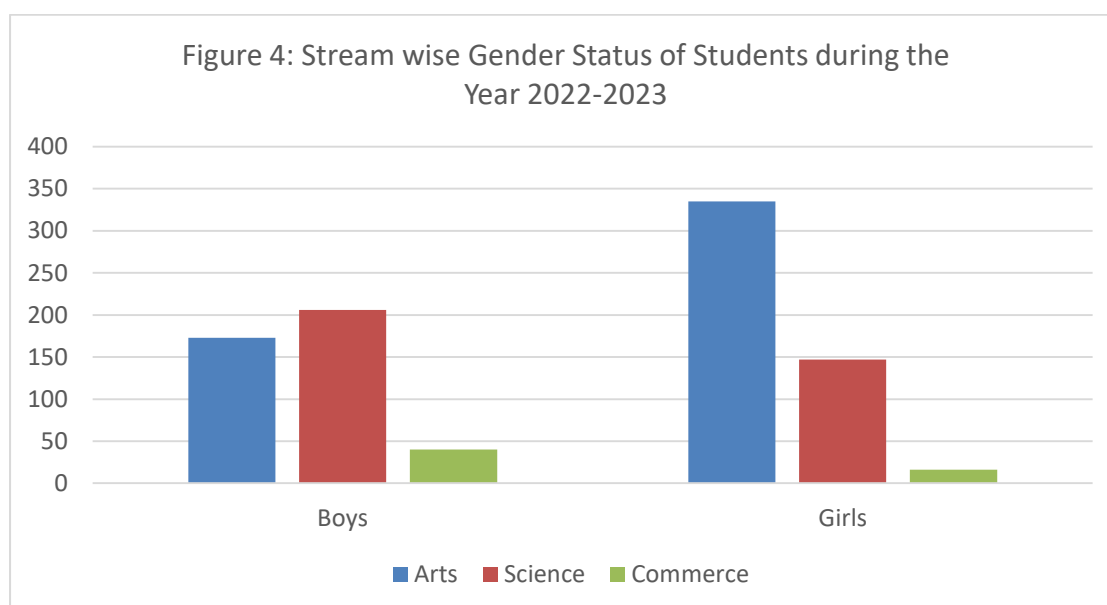
Stream	Boys	% of Boy	Girls	%of Girls
Arts	172	36.36	301	63.63
Science	218	59.72	147	40.27
Commerce	29	78.38	08	21.62



The table 3 shows the stream wise classification of boys and girls students of the college during the year 2021-2022. From the figure it is clear that the girlstudents' strength i. e. 63.63% (301 no.) against the boys strength of 36.36% (172 no.) which states that the percentage of girls enrolled during 2021-2022 is much higher than the boys in Arts stream. In Science stream, a reverse trend is witnessed among the students enrolled. Enrollment of boy students is much higher against the girls, with a percentage ratio of 59.72% (218 no) boys against 40.27% (147 no) of girls, which shows, girls are showing least interest in studying in science subjects and In Commerce stream also enrollment of boy students is much higher against the girls, with a percentage ratio of 78.38% (29 no) boys against 21.62% (08 no) of girls, which shows, girls are showing least interest in studying in commerce subjects.

2022-23

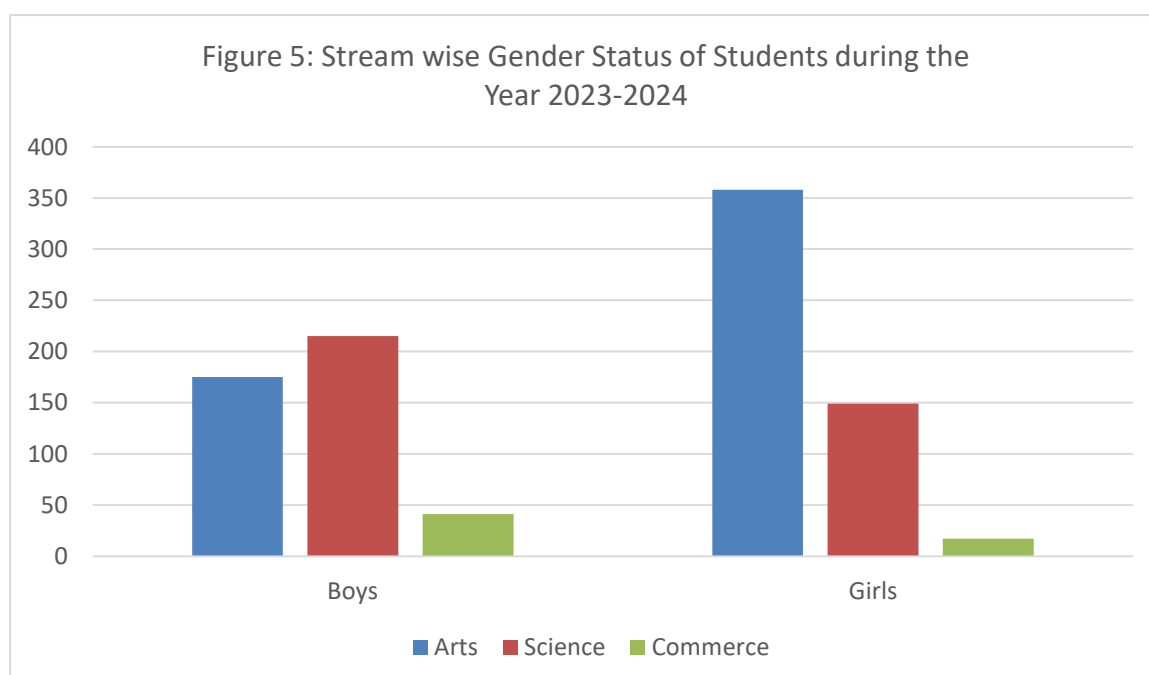
Stream	Boys	% of Boy	Girls	%of Girls
Arts	173	34.05	335	65.94
Science	206	45.57	147	54.52
Commerce	40	71.43	16	28.57



The table 4 shows the stream wise classification of boys and girls students of the college during the year 2022-2023. From the figure it is clear that the girl students' strength i. e. 65.94% (335 no.) against the boys strength of 34.05% (173 no.) which states that the percentage of girls enrolled during 2022-2023 is much higher than the boys in Arts stream. In Science stream, a reverse trend is witnessed among the students enrolled. Enrollment of boy students is much higher against the girls, with a percentage ratio of 58.35% (206 no) boys against 41.64% (147 no) of girls, which shows, girls are showing least interest in studying in science subjects and In Commerce stream also enrollment of boy students is much higher against the girls, with a percentage ratio of 71.43% (40 no) boys against 28.57% (16 no) of girls, which shows, girls are showing least interest in studying in commerce subjects.

2023-24

Stream	Boys	% of Boy	Girls	%of Girls
Arts	175	32.83	358	67.16
Science	215	59.06	149	40.93
Commerce	41	70.68	17	29.31



The table 5 shows the stream wise classification of boys and girls students of the college during the year 2023-2024. From the figure it is clear that the girl students' strength i. e. 67.16% (358 no.) against the boys strength of 32.83% (175 no.) which states that the percentage of girls enrolled during 2023-2024 is much higher than the boys in Arts stream. In Science stream, a reverse trend is witnessed among the students enrolled. Enrollment of boy students is much higher against the girls, with a percentage ratio of 59.06% (215 no) boys against 40.93% (149 no) of girls, which shows, girls are showing least interest in studying in science subjects and In Commerce stream also enrollment of boy students is much higher against the girls, with a percentage ratio of 70.68% (41 no) boys against 29.31% (17 no) of girls, which shows, girls are showing least interest in studying in commerce subjects.

2.1.3 REPRESENTATION IN DIFFERENT EXTENSION ACTIVITIES

Table 6: Representation in different extension activities for the year 2020-2022.

Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
01.	NSS	100	50	50%	50	50%
02.	NCC	50	34	68%	16	32%
03.	YRC	43	16	37.20%	27	62.79%
04.	R & R	48	24	50%	24	50%

From the table 6 it is clear that there is an equal participation of boys 50% (50no.) and girls 50% (50no.) in the NSS activities for the year 2020-2021. The selection of NSS volunteers are on the basis of their attitude towards selfless service to society and also the ability to work in group is also considered. The total number of students in NCC is 50 where the girl students represent 32% (16 no) and boys for 68% (34 no). The total number of students in YRC is 43 wherein the girl students represent 62.79% (27 no) and boys for 37.20% (16 no). The total number of students in R & R is 48 wherein equal participation of boys 50 % (24 no.) and girls 50% (24 no.).

Table 7: Representation in different extension activities for the year 2021-2022.

Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
01.	NSS	100	50	50%	50	50%
02.	NCC	50	33	66%	17	34%
03.	YRC	51	24	47.05%	26	50.98%
04.	R & R	48	24	50%	48	50%

From the table 7 it is clear that there is an equal participation of boys 50% (50no.) and girls 50% (50no.) in the NSS activities for the year 2021-2022. The selection of NSS volunteers are on the basis of their attitude towards selfless service to society and also the ability to work in group is also considered. The total number of students in NCC is 50 where the girl students represent 34% (17 no) and boys for 66% (33 no). The total number of students in YRC is 51 wherein the girl students represent 50.98% (26 no) and boys for 47.05% (24 no). The total number of students in R & R is 48 wherein equal participation of boys 50 % (24 no.) and girls 50% (24 no.).

Table 8: Representation in different extension activities for the year 2022-2023.

Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
01.	NSS	100	50	50%	50	50%
02.	NCC	50	32	64%	18%	36%
03.	YRC	46	20	43.47%	26	56.52%
04.	R & R	48	24	50%	24	50%

From the table 8 it is clear that there is an equal participation of boys 50% (50no.) and girls 50% (50no.) in the NSS activities for the year 2022-2023. The selection of NSS volunteers are on the basis of their attitude towards selfless service to society and also the ability to work in group is also considered. The total number of students in NCC is 50 where the girl students represent 36% (18 no.) and boys for 64% (32 no). The total number of students in YRC is 46 wherein the girl students represent 56.52% (26 no) and boys for 43.47% (20 no). The total number of students in R & R is 48 wherein equal participation of boys 50 % (24 no.) and girls 50% (24 no.).

Table 9: Representation in different extension activities for the year 2023-2024.

Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
01.	NSS	100	50	50%	50	50%
02.	NCC	50	32	64%	18	36%
03.	YRC	36	18	50%	18	50%
04.	R & R	48	24	24%	24	50%

From the table 9 it is clear that there is an equal participation of boys 50% (50no.) and girls 50% (50no.) in the NSS activities for the year 2023-2024. The selection of NSS volunteers are on the basis of their attitude towards selfless service to society and also the ability to work in group is also considered. The total number of students in NCC is 50 where the girl students represent 36% (18 no.) and boys for 64% (32 no). The total number of students in YRC is 36 wherein the girl students represent 50% (18 no) and boys for 50% (18 no). The total number of students in R & R is 48 wherein equal participation of boys 50 % (24 no.) and girls 50% (24 no.).

2.1.4 Subject Topper (2020-2021, 2021-2022, 2022-2023, 2023-2024 academic sessions):

Table10: List of subject Topper

Sl No.	Subject	2020-21		2021-22		2022-23		2023-24	
		Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
01.	Economics		✓		✓	✓			✓
02.	Education		✓		✓		✓		✓
03.	History	✓			✓		✓		✓
04.	Political Science		✓		✓		✓		✓
05.	Odia	✓			✓		✓		✓
06.	Sanskrit		✓		✓		✓	✓	
07.	Botany		✓		✓		✓		✓
08.	Chemistry	✓			✓	✓		✓	
09.	Physics		✓		✓		✓	✓	
10.	Mathematics	✓			✓	✓		✓	
11.	Zoology		✓		✓	✓			✓
12.	Commerce			✓		✓			✓

In last Four years, Girls students are continuously showing their Academic Excellence in their respective departments. Among the topper of last four year 70.21% (33 no) are girls and 35.19% (29.79 no.) are boys.

Table 11: Year wise List of Best Graduates

Year	Arts		Science		Commerce	
	Boys	Girls	Boys	Girls	Boys	Girls
2020-21		01		01		
2021-22		01		01	01	
2022-23		01		01	01	
2023-24		01		01		01

Total Boys-02

Total Girls -09

From the table 11 it is evident that the girls have an upper hand for the possession of the best graduate award for the last three years as girls represent 81.82% (11 no) and the boys represent for 18.18% (02 nos).

2.2.1. Grade Position

Table12- Grade Position of Faculties

No.	Grade	Total	Male	% of Male	Female	%of Female
1	Associate Professor	02	02	100	00	00
2	Assistant Professor	27	20	74.07	07	25.93

There are 0% (00 no) female teacher and 100% (02 nos) male teachers as Associate Professor. There are 25.93% (07 nos) female teachers as Assistant Professor in comparison to male teacher 74.07% (20 nos).

2.2.2. Ph. D Holders (Up to 2024)

Table 13- List of Ph. D Holders

Year	Total	Male	% of Male	Female	%of Female
Up to 2024	01	01	100	00	00

Out of Total 29 regular staffs 01 no. of staffs are Ph.D. holder. Out of which 00% are female teacher and 100% are male teacher.

2.3 Gender Classification of Teaching Staff

2.3.1. Teaching Staff

Table 14- Gender Status of Teaching Staff

Year	Total	Male	% of Male	Female	%of Female
2020-2021					
2021-2022					
2022-2023					
2023-2024					

Out of total number teaching staff (including contractual & management), here are 87.18% (34 nos) male and 12.82% (05 nos) female staff in the year 2019-2020. For the year 2018-19 there are 92.31% (36 nos) male and 7.69% (03 nos) female staff, for the year 2017-18 there are 94.60% (35 nos) male and 5.40% (02 nos) female staff. For the year 2016-17, there are 85.71% (30 nos) male and 14.29% (05 nos) female staff, for the year 2015-16 there are 86.48% (32nos) male and 13.52% (05 nos) female staff and for the year 2014-15 there are 80.55% (29nos) male and 19.45% (07 nos) female staff.

2.3 Gender Classification of Non-Teaching Staff

2.3.1. Non-Teaching Staff

Table 15- Gender Status of Non-Teaching Staff

Year	Total	Male	% of Male	Female	%of Female
2020-2021					
2021-2022					
2022-2023					
2023-2024					

Out of total number of non-teaching employee (both management & contractual), there are 83.87% (26 nos) male and 16.13% (05 nos) female staff in the year 2019-2020. For the year 2018-19 there are 84.38 (27 nos) male and 15.62% (05 nos) female staff, in the year 2017-18 there are 83.33% (25 nos) male and 16.67% (05 nos) female staff, for the year 2016-17 there are 83.33%(25 nos) male and 16.67% (05 nos) female staff, for the year 2015-16 there are 82.76% (24 nos) male and 17.24% (05 nos) female staff, for the year 2014-15 there are 83.33% (25 nos) male and 16.67% (05 nos) female staff.

Table 16- List of Year wise Sexual Harassment Cases

Sl. No.	Year	Case Reported if any
01.	2020-2021	Nil
02.	2021-2022	Nil
03.	2022-2023	Nil
04.	2023-2024	Nil

In last four years nil case of sexual harassment were brought to the notice of the members of Sexual Harassment Committee.

Table 17- List of Hostel wise Intake Capacity

Sl. No.	Name of the Hostel	No. of Boarders	No. of seats	No. of Applicants
01.	Women's Hostel	16	16	47

There is a Women's hostels with 16 intake capacity, 47 applicants had applied for the hostel seat and 16 students were provided with the facility.

2.4.11- Toilet Provision

Table 18- List of Toilet Provision

Sl. No.	Category	Number
01.	Toilet for Boys	08
02.	Toilet for Girls	09
03.	Toilet for ladies staff	01
04.	Common toilet facilities	03
05.	Toilet for PWD Girls	02
06.	Toilet for PWD Boys	01

There are adequate number of toilets for boys, girls and staffs separately but unfortunately there are no toilets for CWSN.

CHAPTER – 3

CONCLUSION

FINDINGS:-

1. In respect of teachers more male teachers and less female teachers comprise teaching faculty statistics 33:08 i.e. approximately 75:25 ratio.
2. In respect of student enrolment and girl students outnumbered the boys from 2020-21 to 2023-24 data, their average enrolment is 52%.
3. Girls excel better than boys in both academic and extracurricular activities.
4. Maternity leave provision is available for lady faculties and other lady staff members.
5. Separate toilet and washroom available in the institution for both male and female.
6. More ladies hostel required as overwhelming number of girls enrolment is there.
7. No boys hostel is there, so boys' hostel is highly essential.
8. Gender sensitisation programmes are organised every year.
9. Self defence programmes are organised to provide safety and security to girl students.
10. However, there is one gender issue complain (Sexual harassment allegation) registered, which was successfully addressed by Internal Complaint Committee (I.C.C.) (Sexual harassment prevention cell) in 2017-2018. Action taken against the accused. Though the person is senior most teaching faculty is debarred from assignment of Principal I/C and all other statutory duties as suggested by President G.B. and subsequently approved by Higher Education Department, Government of Odisha. Principal has recommended transfer of the person from this institution.

RECOMMENDATIONS:-

The institution is having more strength and less weakness. Timely addressal of issues encourage girl students to take admission this institution. Different Gender Sensitization activities including prevention of sexual harassment help enable the institution a gender sensitive institution.


PRINCIPAL
HINDOL COLLEGE
KHAJURIKATA