

# **GENDER AUDIT REPORT**

**SESSION :- 2017-18 to 2019-20**



***PATTAMUNDAI COLLEGE,  
PATTAMUNDAI  
KENDRAPARA, ODISHA***

# PREFACE

Gender equality is a global issue and discussion on women emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of Gender issues increases, Women spontaneously take action against women's oppression and exploitations.

Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender definition.

The Gender audit was conducted to identify the ways to make college campus safe for girl students and women employees. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist, writing down the major findings and sharing the results with principal of the college for implementation of the recommendations.

# **CHAPTER – 1**

# **INTRODUCTION**

## **1. Introduction**

Gender audit report presented here is an attempt to analyze whether college bears a fair gender balance. This also is an attempt to assess the impact of policies on gender equality followed by the college. The college always has the student centric policies in academics and co-academics as well and special measures for girls students.

### **1.2 About the College**

Pattamundai college, Pattamundai a premiere educational institute in the state of Odisha and the second largest of Kendrapara district, is registered under the Societies Registration Act, 1960 on 5th July, 1970. The college was recognized by the Department of Higher Education, Govt. of Odisha by an order no 18018/E, dated 01.06.1970 and permanently affiliated to Utkal University, Bhubaneswar vide order no53325, dated 05.08.1972

The college is recognized by UGC, under 2(f) and 12B and accredited Grade-'B+' by NAAC. The college has faculties of Arts, Commerce and Science on aided basis and offers undergraduate courses with Honours/major subjects in Arts, Commerce and Science to enable students to have a prospering careers and improve knowledge and skills to thrive and develop their personality.

We not only aim at achieving academic excellence but also want to inculcate value based education, physical training/self defence training for girls, sports and cultural activities and mental well-being in our students.

### **Vision-**

- To make higher education qualitative and value based for the socio-economic transformation of the nation.
- To instil a sense of discipline and morality among the student's community for the making the students socially responsible citizens.

## **Mission-**

- To grow into an institution of excellence and exemplary at the university level
- To provide literary, scientific, professional and technical education to the aspiring rural youth at a minimum cost.
- To be recognized as an institution with proven capacity to provide quality education in Science, Commerce & Humanities.
- To create symbiotic relationship with the society to meet the changing needs
- To introduce self-financing courses in multidisciplinary area.
- To adopt continues measures to improve the quality of the programme.
- To provide need-based career-oriented courses to the needs of the society
- To involve the Alumni for all round development of the college

## **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**

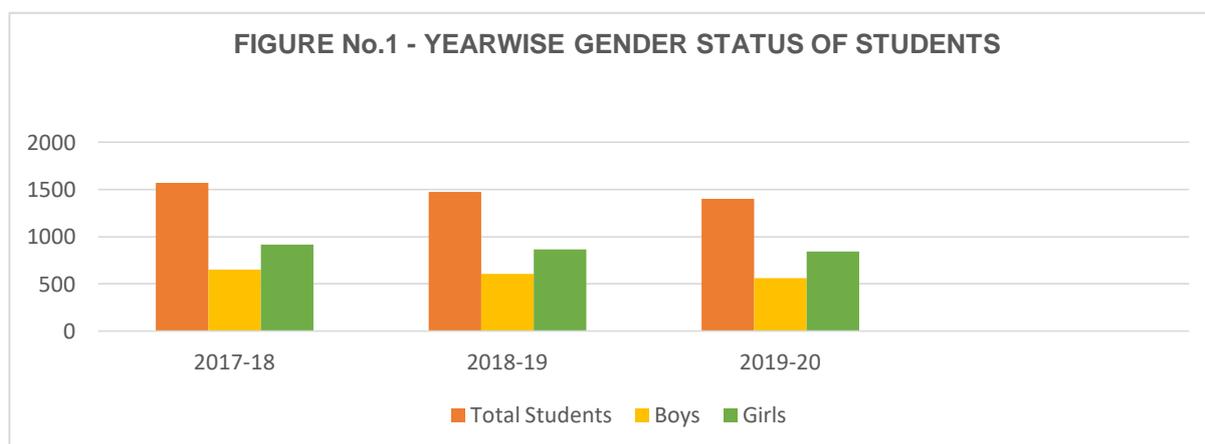
## 2. ANALYSIS AND INTERPRETATION

### 2.1 GENDER STATUS OF STUDENTS

The tables presented below gives the gender ratio both in count and in percentages for the past 3 years from 2017-18 to 2019-20.

**Table 1: Year wise Gender Classification**

Session	Total Students	Boys	Percentage of Boys	Girls	Percentage of Girls
2017-18	<b>1570</b>	651	<b>41.47</b>	919	<b>58.54</b>
2018-19	<b>1475</b>	606	41.08	<b>869</b>	58.92
2019-20	<b>1404</b>	559	39.81	<b>845</b>	60.19



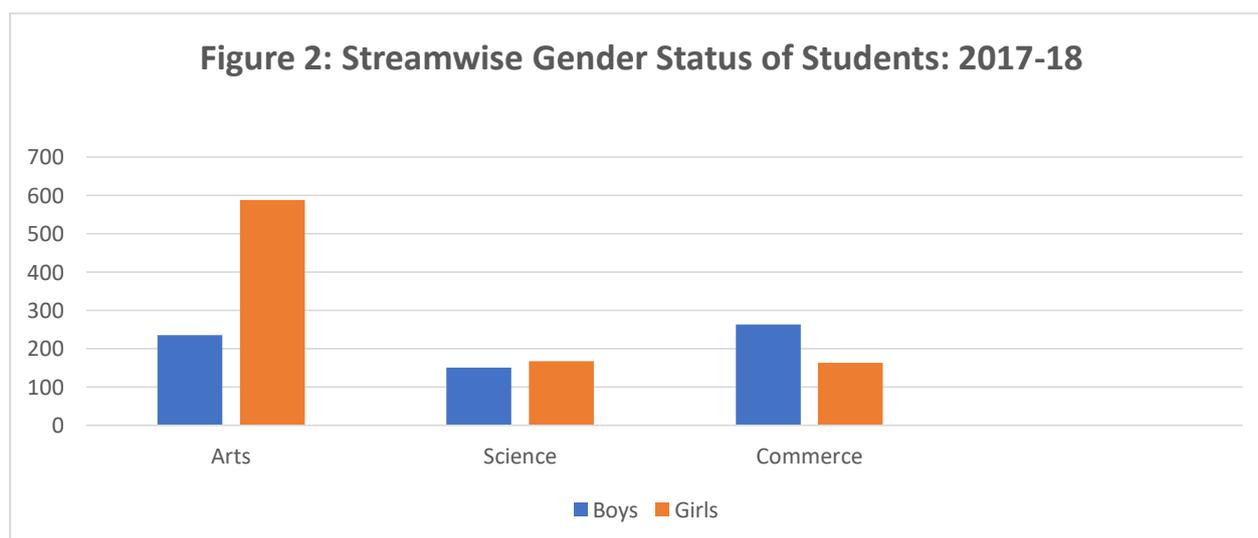
The table 1 describes the year wise classification of boys and girls students of the college for the past three years from 2017 till 2019. The figures are presented both in count and percentages. The strength of the students varies due to changes in Government rule for admission of students in different year with different capacities. In above three years the seats in every stream were filled up.

The total strength of students in 2017 was 1570 and by year 2019 it has come down to 1404. From the above table it is evident that out of total strength in 2017-18, 2018-19 and 2019-20 the percentage of girls is always higher than boys with the boys and girls' ratio of 41.47:58.54, 41.08: 58.92 and 39.81: 60.19 respectively.

## 2.1.2 YEARWISE GENDER STATUS OF STUDENTS IN DIFFERENT STREAMS-

**Table 2: Stream wise Gender Status of Students during the Year 2017-18**

Sl. No.	Stream	Boys	Percentage	Girls	Percentage
1	Arts	236	28.64	588	71.36
2	Science	151	47.48	167	52.52
3	Commerce	264	61.68	164	38.32

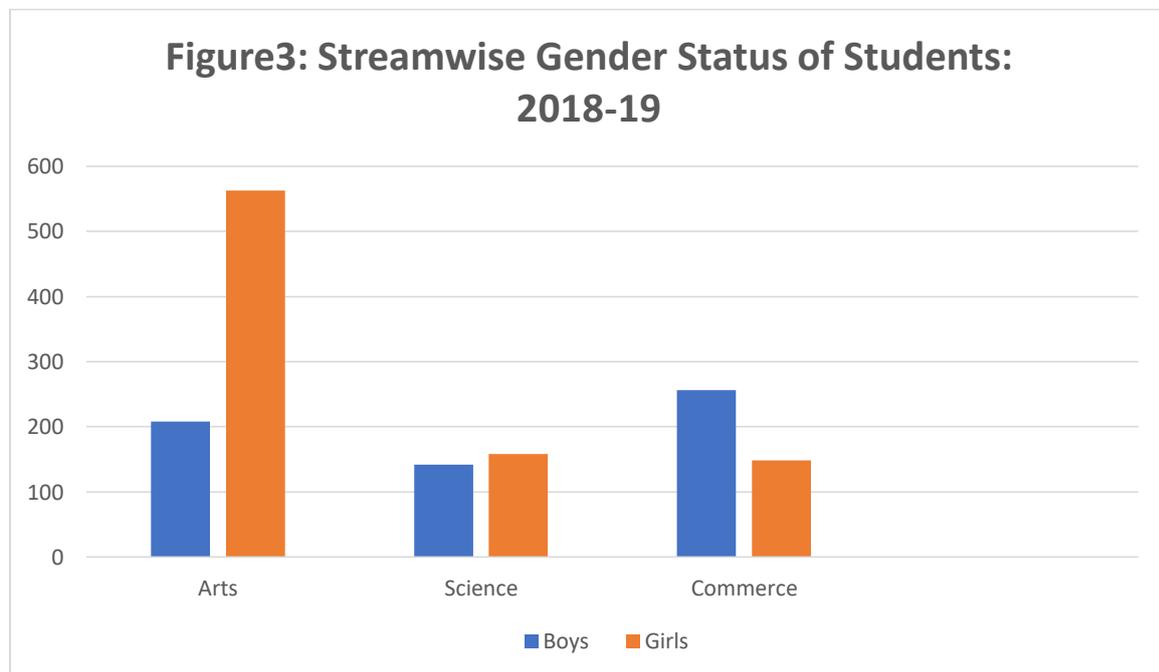


The table 2 shows the stream wise classification of boys and girls students of the college during the year 2017 - 2018. From the figure it is clear that the girl students' strength i.e. 71.36% (588 no.) against the boys strength of 28.64% (236 no.) which states that the percentage of girls enrolled during 2017-18 is much higher than the boys in Arts stream. In Science stream the girl students enrolled is 52.52% (167) which is slightly higher than boy's strength i.e. 47.48% (151 no.). But in commerce

stream, a reverse trend is witnessed among the students enrolled. Enrollment of boy students is too high against the girls, with a percentage ratio of 61.68% (264 no) boys against 38.32% (164 no) of girls, which shows, girls are showing least interest in studying commerce subjects.

**Table 3: Stream wise Gender Status of Students for the Year 2018-19**

Sl. No.	Stream	Boys	Percentage	Girls	Percentage
1	Arts	208	26.98	563	73.02
2	Science	142	47.33	158	52.67
3	Commerce	256	63.37	148	36.63

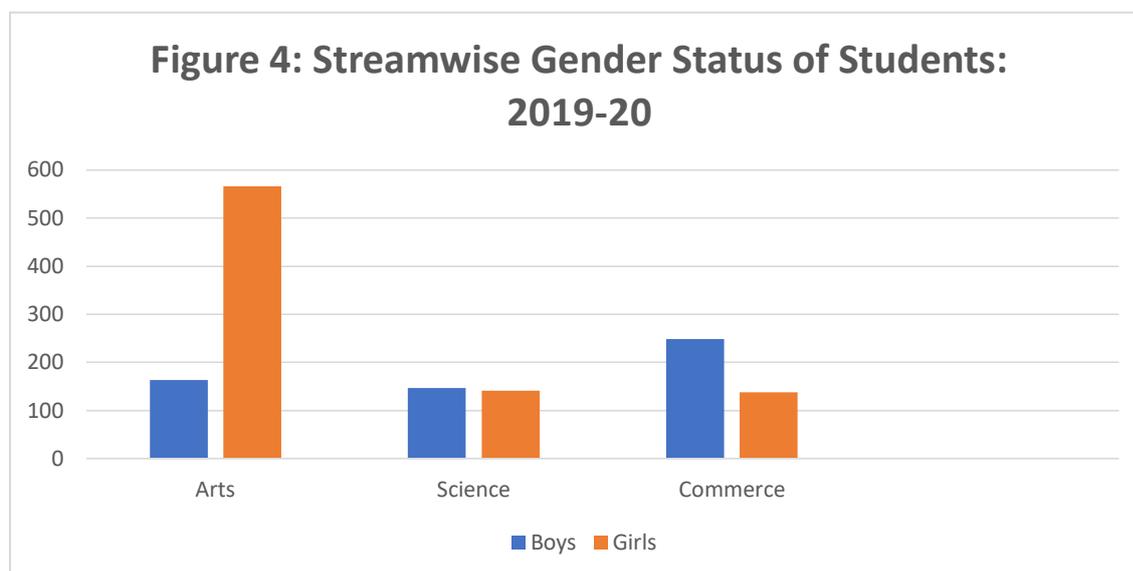


The table 3 depicts the stream wise classification of boys and girls students of the college for the year 2018- 2019. Continuing the same trend of the previous year it is clear from the above figure that the girl students' strength i.e. 73.02% (563 no.) is much more high in comparison to the strength of boys i.e., 26.98% (208 no.) in Arts

stream. In Science stream the girl students' strength i.e., 52.67% (158) which is slightly higher than boy's strength i.e. 47.33% (142 no.). While the scenario is not same for the commerce stream where the boys strength i.e. 63.37% (256) is more than girls students strength i.e. 36.63% (148 no).

**Table 4: Stream wise Gender Status of Students for the Year 2019-20**

Sl. No.	Stream	Boys	Percentage	Girls	Percentage
1	Arts	163	22.36	566	77.64
2	Science	147	51.04	141	48.96
3	Commerce	249	64.34	138	35.66



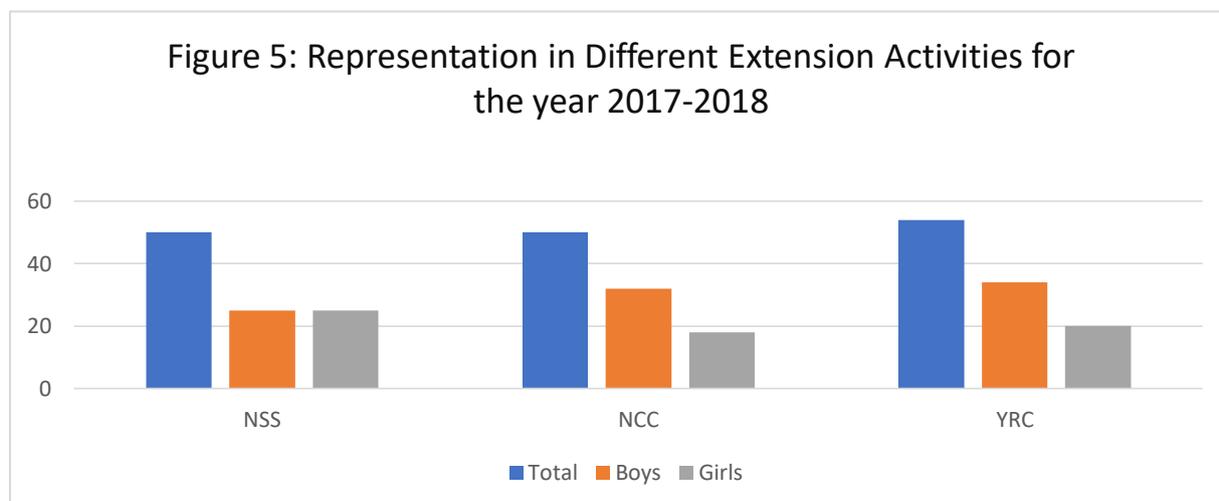
The table 4 shows the stream wise classification of boys and girls students of the college for the year 2019- 2020. Continuing the same trend of the previous two years it is evident from the above figure that the girl students' strength i.e. 77.64% (566 no.) is much more than in comparison to the strength of boys i.e., 22.36% (163 no.) in Arts stream. In Science stream the girl students' strength i.e., 48.96% (141 no) which is slightly less than boy's strength i.e. 51.04% (147 no.). While the scenario is

not same for the commerce stream where the boys strength i.e. 63.34% (249) is more than girls students strength i.e. 35.66% (138 no).

### 2.1.3 REPRESENTATION IN DIFFERENT EXTENSION ACTIVITIES

**Table 5: Representation in different extension activities for the year 2017-2018**

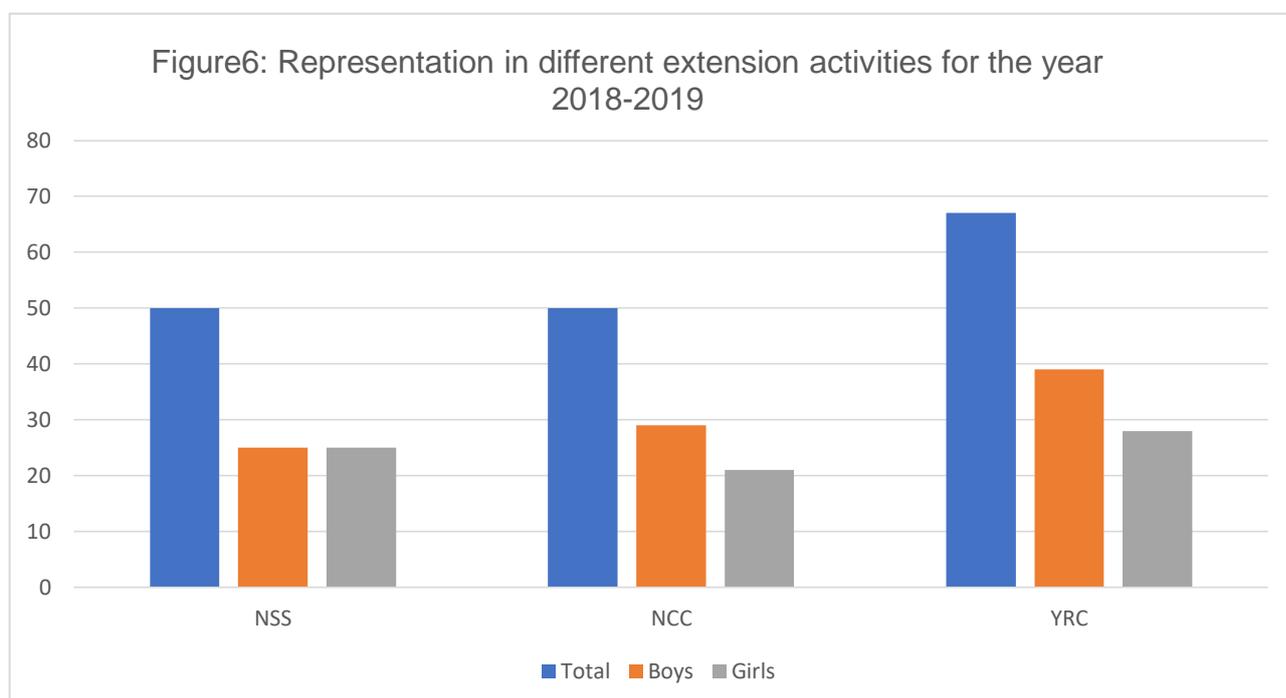
Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
1	NSS	44	22	50	22	50
2	NCC	50	32	64	18	36
3	YRC	54	34	62.96	20	37.03



From the table 5 it is clear that there is an equal participation of boys 50 % and girls 50% in the NSS activities for the year 2017-18. The selection of NSS volunteers are on the basis of their aptitude 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 54 wherein the girl students represent 37.03% (20 no) and boys for 62.96% (34 no).

**Table6: Representation in different extension activities for the year 2018-2019**

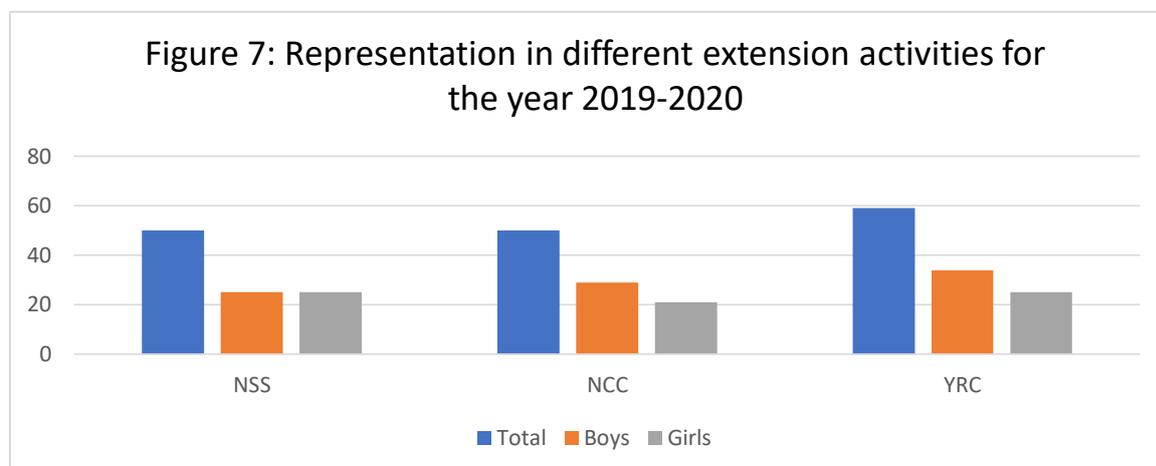
Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
1	NSS	46	23	50	23	50
2	NCC	50	29	58	21	42
3	YRC	67	39	58.20	28	41.79



Following the last years' trend, the table 6 depicts that there is an equal participation of boys 50 % and girls 50% in the NSS activities for the year 2018-19. The total number of students in NCC is 50 where the girl students represent 42% (21 no) and boys for 58% (29 no). The total number of students in YRC is 67 wherein the girl students represent 41.79% (28 no) and boys for 58.20% (28 no).

**Table7: Representation in different extension activities for the year 2019-2020**

Sl. No.	Categories	Total	Boys	Percentage	Girls	Percentage
1	NSS	44	22	50	22	50
2	NCC	50	29	58	21	42
3	YRC	59	34	54.70	25	42.37



Following the last two years' trend, from the table 7 it is clear that there is an equal participation of boys 50 % and girls 50% in the NSS activities for the year 2018-19. The number of students in NCC is fixed and it is always full. The total number of students in NCC is 50 where the girl students represent 42% (21 no) and boys for 58% (29 no). The total number of students in YRC is 34 wherein the girl students represent 42.37% (25 no) and boys for 54.70% (34 no).

#### 2.1.4 Subject Topper (2017-18, 2018-19 and 2019-20 academic sessions):

**Table8: List of subject Topper**

Sl. No.	Subject	Topper (2017-18)		Topper (2018-19)		Topper (2019-20)	
		Boys	Girls	Boys	Girls	Boys	Girls
1	Economics	-	01	-	01	-	01
2	Education	-	01	-	01	01	00
3	History	-	01	01		-	01
4	Political Science	-	01	-	01	-	01
5	Odia	-	01	-	01	-	01
6	Sociology	-	01	-	01	-	01
7	Philosophy	-	01	-	01	-	01
8	English	-	01	-	01	-	01
9	Botany	-	01	-	01	-	01
10	Chemistry	-	01	-	01	-	01
11	Physics	-	01	01	-	01	
12	Mathematics	-	01	-	01	-	01
13	Zoology	-	01	01	-	-	01
14	Commerce	-	01	01	-	-	01
Total		00	14	04	10	02	12

In last three years, Girls students are continuously showing their academic excellence in their respective departments. Among the topper of last three year, 85.71% (36 no) are girls and 14.29% (06 no.) are boys.

### 2.1.5 Best Graduate (2017-20):

**Table 9: Year wise List of Best Graduates**

Year	Arts		Science		Commerce	
	Boys	Girls	Boys	Girls	Boys	Girls
2017-18	-	01	-	01	-	01
2018-19	-	01	01	-	01	-
2019-20	01	-	01	-	-	01

Total Boys-04

Total Girls -05

From the table 9 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 55.55% (05 no) and the boys represent for 44.55% (04 nos).

### 2.1.6 SCHOLARSHIP (HOLDERS):

**Table10: Year wise List of Scholarship Holders**

Type of Scholarship	Year	Total	Total Male	Percentage	Total Female	Percentage
Prerana	2017-18	635	240	37.80	395	62.20
	2018-19	833	397	47.66	436	52.34
	2019-20	668	297	44.46	371	55.54
E-Medhabruti	2017-18	-	-	-	-	-
	2018-19	-	-	-	-	-
	2019-20	-	-	-	-	-
Mana Govinda Memorial Award	2017-18	-	-	-	-	-
	2018-19	-	-	-	-	-
	2019-20	-	-	-	-	-
Best Graduate Award	2017-18	03	0	0	3	100
	2018-19	03	02	66.67	01	33.33

	2019-20	03	02	66.67	01	33.33
Minority Scholarship	2017-18	10	06	60	04	40
	2018-19	05	04	80	01	20
	2019-20	10	07	70	03	30
PWD	2017-18	-	-	-	-	-
	2018-19	02	01	50	01	50
	2019-20	07	06	85.71	01	14.29
Construction worker's welfare Board	2017-18	-	-	-	-	-
	2018-19	31	06	19.35	25	80.64
	2019-20	86	22	25.58	64	74.42
Gopabandhu Sikshya Sahayak Yojana	2017-18	-	-	-	-	-
	2018-19	-	-	-	-	-
	2019-20	-	-	-	-	-

From table 10 it is evident that in the year 2017-18, out of total scholarship of 635 students, the boy students had acquired 37.80% (240 no) while the girls students acquired 62.20% (395 no). In 2018-19 the boy students had acquired 47.66% (397) and girl students comprised of 52.34% (436 nos). In 2019-20 out of total 668 students 44.46 % (297 no) and the girl students acquired 55.54% (371 no).

It is also highlighted that the girls have an upper hand for the possession of the best graduate award for the last three years as girls represent 55.55% (05 no) and the boys represent for 44.55% (04 nos).

In the year 2017-18 the minority scholarship was for the year 2017-18 out of the total 60% (06 no) share was availed by the boy students and girl students have acquired 40% (04 nos). In 2018-19,80% (04 no) of boys have acquired the scholarship and one girl comprising 20% had acquired the scholarship. In 2019-2020, 70% (07 no) of boys have acquired the scholarship and 30% comprising 3 number of girl students have acquired the scholarship.

PWD students in 2018-19 the share was equal for boys and one girls representing 50%each. While in 2019-20 girls share was 14.29% (1 no) and 85.71 % (06 no)

The scholarship for Construction worker's welfare Board in 2018-19; the girl students had acquired 80.64% (25 no) share while the boys had availed 19.35 % (06 no).In 2019-20 the girl student share was 74.42% while the boys share is 25.58%.

## 2.1.7 PARTICIPATION IN SPORTS:

**Table 11: Participation in Sports of the year 2017-18**

Sl. No.	Type of Events	Total Participants	Boys	Percentage	Girls	Percentage
1	Badminton	-	-	-	-	-
2	Basket Ball	22	22	100	-	-
3	Football	38	38	10	-	-
4	Athletics	512	345	67.38	167	32.62
5	Cricket	42	42	100	-	-
6	Volley Ball	35	35	100	-	-
7	Baseball	10	-	-	10	100

There are seven type of games in the college where students participate in various inter-college and state level competition. Out of which, badminton has no representation from either gender. Basketball, football, cricket and volleyball has only boy's participation. While 10 girls have participated in baseball and there is no representation from boys. There is 67.38% (345 nos) participation of boys against 32.62% (167 nos) girl student participation.

**Table 12: Participation in Sports of the year 2018-19**

Sl. No.	Type of Events	Total Participants	Boys	Percentage	Girls	Percentage
1	Badminton	-	-	-	-	-
2	Basket Ball	20	20	100	-	-
3	Football	35	35	100	-	-
4	Athletics	305	195	63.93	110	36.07
5	Cricket	16	16	100	-	-
6	Volley Ball	42	42	100	-	-
7	Baseball	08	-	-	08	100

Keeping the last years trend in 2018-19 also there are seven type of games in the college where students participate in various inter-college and state level competition. Out of which, the game badminton has no representation from either gender. Basketball, football, cricket and volley ball has only boy's participation. While eight girls have participated in the Baseball game and there is again no representation from boy students. However in athletic events out of total 305 participants 63.93% (195 nos) is represented by boys and 36.07% (110 nos) is represented by girls.

**Table13 : Year wise Participation in Sports of the year 2019-2020**

Sl. No.	Type of Events	Total Participants	Total Male	Percentage	Total Female	Percentage
1	Badminton	6	6	100	-	-
2	Basket Ball	14	14	100	-	-
3	Football	-	-	-	-	-
4	Athletics	502	316	62.94	186	37.06
5	Cricket	37	37	100	-	-
6	Volley Ball	28	28	100	-	-

7	Baseball	5	0		05	
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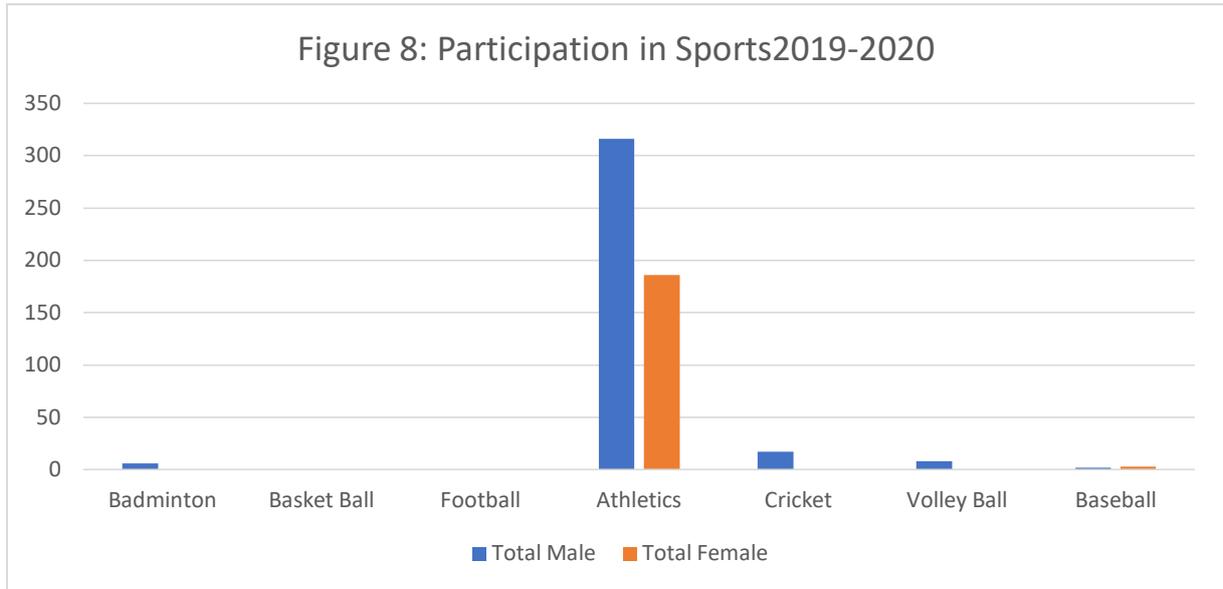
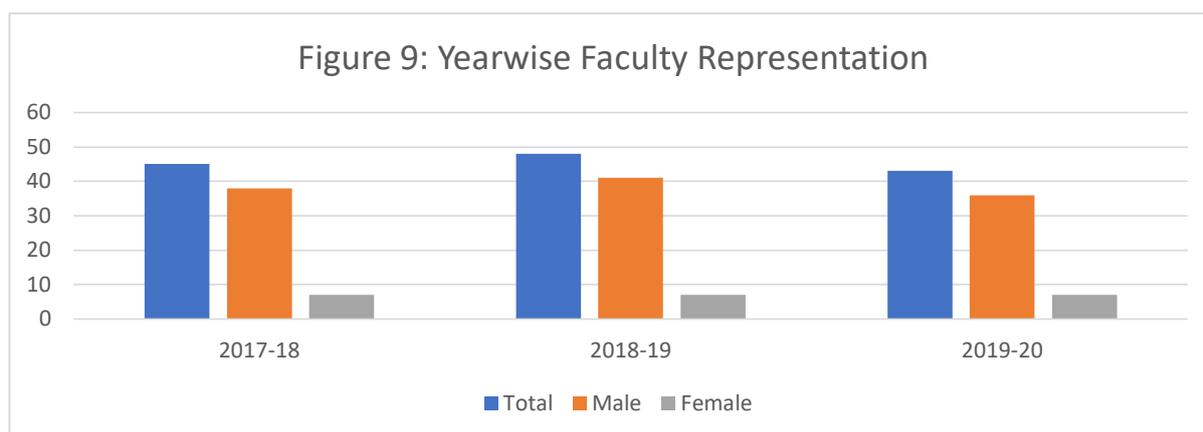


Figure 8 depicts there are seven type of games in the college where students participate in various inter-college and state level competitions. Unlike the previous two years this year badminton has a representation of 06 boy students but again no representation from girl’s side. The same trend was followed by basketball, Cricket and Volley ball where it was represented by only boy students but there is no representation from girls’ side. Football has no representation. However in athletic events out of total 502 participants 62.94% (316nos) is represented by boys and 37.06% ( 186nos) is represented by girls.

## 2.2 Gender Classification of Faculties

**Table 14 : Year wise Faculty Representation**

Year	Total	Male	Percentage	Female	Percentage
2017-18	45	38	84.44	07	15.56
2018-19	48	37	77.08	11	22.92
2019-20	43	33	76.74	10	23.26



The above figure depicts the picture of faculties (regular and part time). From the above figure it is illustrating the picture that in the all three years the college has dominance of male faculties, as in the year 2017-18 out of the total 45 faculties r, the male teachers had 84.44% (38 no) of share while the female faculties comprised of 15.56% (07 no).

In the year 2018-19 out of the total 48 faculties, the male teachers had 77.08% (37 no) of share while the female faculties comprised of 22.92% (11 no). The number of female faculties increased as 04 new female faculties joined the college in that year.

In the year 2019-20 out of the total 43 faculties, the male teachers had 76.74% (33 no) of share while the female faculties comprised of 23.26% (10 no).

### 2.2.1. Grade Position

**Table15- Grade Position of Faculties**

Si. No.	Grade	Total	Male	Percentage	Female	Percentage
1	Associate Professor	09	08	88.89	01	11.11
2	Assistant Professor	28	19	67.85	09	32.15

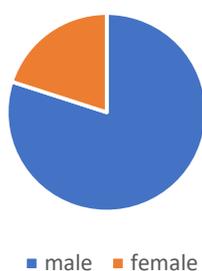
There are 11.11% (01 no) female teacher and 88.89% (08 nos) male teachers as Associate Professor. There are 32.15% (09 nos) female teachers as Assistant Professor in comparison to male teacher 67.85% (19 nos).

### 2.2.2. PhD Holders (Up to 2020)

**Table 16- List of PhD Holders**

Year	Total	Male	Percentage	Female	Percentage
Up to 2020	10	8	80	2	20

Figure 10 :Genderwise Ph.D holders



Out of Total 43 regular staffs 10 no. of staffs are Ph.D. holder. Out of which 20% are female teacher and 80% are male teacher.

### 2.2.3. Participation in seminar/ Conferences/FDP

**Table 17- List of Participation in seminar/ Conferences/FDP of the year 2017-18**

Activities	Total	Male	Percentage	Female	Percentage
Seminar	706	514	72.80	192	27.20
Conferences	10	06	60	04	40
FDP	-	-	-	-	-

In the year 2017-18 the above table depicts that out of 706 total seminars participated by faculties 72.80% (514 nos) was participated by male faculties and 27.20 % (192 nos) by female faculties. For the conference participation the male faculties participated for 60% (06 nos) and 40% (04 nos) was participated by female faculties. There is no participation of both genders for FDP.

**Table 18- List of Participation in seminar/ Conferences/FDP of the year 2018-19**

Activities	Total	Male	Percentage	Female	Percentage
Seminar	600	420	70	180	30
Conferences	20	14	70	06	30
FDP	-	-	-	-	-

Following the last year's trend, in the year 2018-19 the above table depicts that out of 600 total seminars participated by faculties 70% (420 nos) was participated by male faculties and 30 % (180nos) by female faculties. For the conference participation the male faculties participated for 70% (14 nos) and 30% (06 nos) was participated by female faculties. Like the last year there is no participation of both genders for FDP in this year too.

**Table 19- List of Participation in seminar/ Conferences/FDP of the year 2019-20**

Activities	Total	Male	Percentage	Female	Percentage
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Seminar	758	548	72.30	210	27.70
Conferences	360	212	58.89	148	41.11
FDP	32	22	68.75	10	31.25

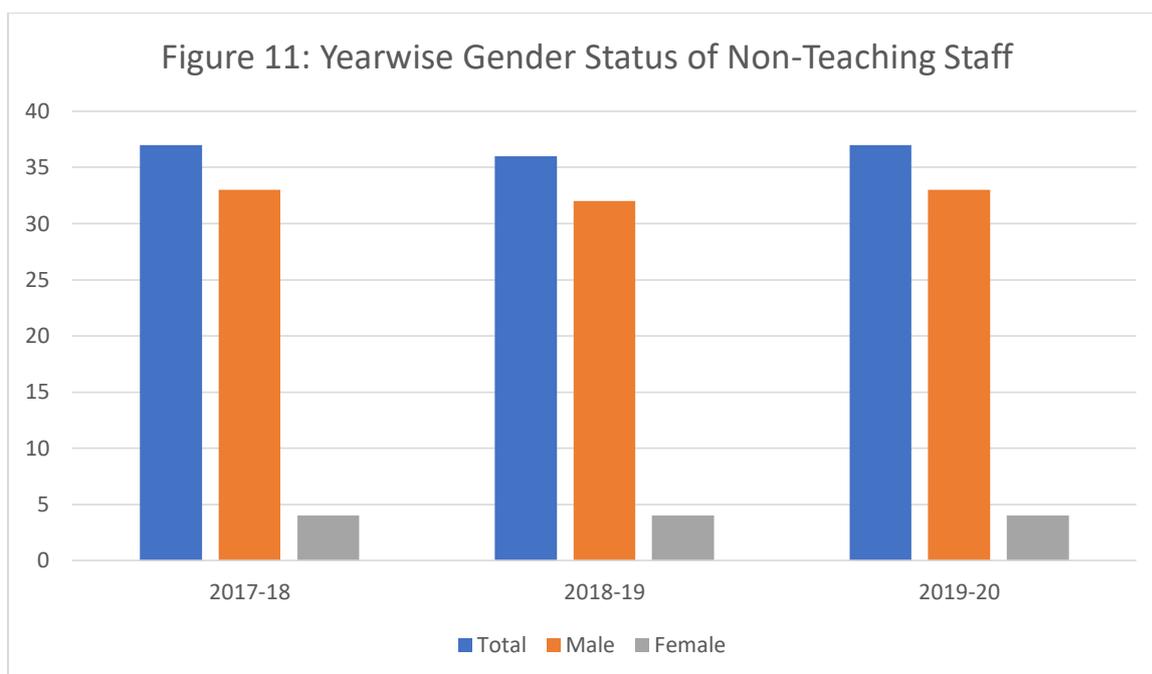
In the year 2019-20 the above table depicts that out of 758 total seminars participated by faculties 72.30% (548 nos) was participated by male faculties and 27.70 % (210 nos) by female faculties. For the conference participation the male faculties participated for 58.89% (212 nos) and 41.11% (148 nos) was participated by female faculties. There is total 32 FDP attended by the faculties out of which 68.75% (22 nos) are the male participants and 31.25% (10 nos) are the female participants.

## 2.3 Gender Classification of Non-Teaching Staff

### 2.3.1. Non-Teaching Staff

**Table 20- Gender Status of Non-Teaching Staff**

Year	Total	Male	Percentage	Female	Percentage
2017-18	37	33	89.19	04	10.81
2018-19	36	32	88.89	04	11.11
2019-20	37	33	89.19	04	10.81



Out of total number of regular non-teaching employee, there are 89.19% (33 nos) male and 10.81% (04 nos) female staff in the year 2019-2020. For the year 2018-19 there are 88.19% (33 nos) male and 11.11% (04 nos) female staff and in the year 2017-18 there are 89.19% (33 nos) male and 10.81% (04 nos) female staff.

## 2.4 Gender Status/ Policy/Provisions

This aspect deals with policy perspective of institution in relation to gender.

### 2.4.1. Representation in core committee

**Table 21: Representation in core committee**

SL. No.	Name of the Committee	Total	Male	Percentage	Female	Percentage
1	Academic Council	01	01	100	0	0
2	Finance Committee	01	01	100	0	0
3	Admission Committee	11	09	81.82	02	18.18
4	Alumni Committee	03	03	100	0	0
5	Anti Ragging Cell	07	05	71.43	02	28.57
6	Construction Committee	05	05	100	0	0
7	Canteen Committee	03	03	100	0	0

8	Discipline Committee	14	11	78.57	03	21.43
9	Ethics Committee	03	03	100	0	0
10	Grievance Redressal Cell	04	02	50	02	50
11	IQAC	04	04	100	0	0
12	Library Committee	05	04	80	01	20
13	Proctorial Committee	02	02	100	0	0
14	Purchase Committee	04	04	100	0	0
15	Hostel Committee	06	04	66.67	02	33.33
16	Scholarship Committee (SC & ST)	03	02	66.67	01	33.33
17	Sexual Harassment Committee	04	02		02	

There are 17 core committees like Academic Council, Executive Committee, Finance Committee etc., Where male participants comprise 59% in comparison to female participants of 41%.

#### 2.4.2 Headship in important official responsibilities

**Table22: List of Headship in important official responsibilities**

Sl. No.	Official Responsibility	Male Headship	Female Headship
1	Academic Bursar	01	-
2	Account Bursar	01	-
3	Administrative Bursar	01	-
4	Calendar Editor	-	01-
5	OIC Career Counselling Cell	01	-
6	Admission Cell	01	-
7	Examination in charge	01	-
8	Day Scholar Association	01	-
9	Dramatic Society	01	-

10	Cultural Society	01	-
11	Magazine Chief Editor	-	01
12	NAAC	01	-
13	UGC Committee	01	-
14	Self Defence training Co-ordinator	-	01
15	OIC Time table	01	-
16	OIC Website of the College	01	-
17	Athletic Association	01	-
18	NCC	01	01
19	NSS	01	01
20	YRC	01	01

There are 20 core committees like Academic Council, Executive Committee, Finance Committee etc., Where male staff comprise 66.67% in comparison to female staff of 33.33% it is found that as the number of female lecturers is much less in comparison to their counterparts and hence much of committees are headed by male.

#### 2.4.2. Representation of Authorities since last 3 years

**Table23- List of Representation of Authorities since last 3 years**

Year	Principal (Male/Female)	
	Male	Female
2017-18	01	-
2018-19	01	-
2019-20	01	-

In last three years, there was not a single lady principal in the college.

#### 2.4.5. Gender sensitization programme for the session 2017-18, 2018-19 and 2019-20

**Table 24- List of Year wise Gender sensitive programmes**

Session	Seminar				Competition				Remark
	State	National	Institutional	Extramural	Essay	Debate	Rangoli	Mehendi	
2017-18	-	-	1	-	1	1	1	1	
2018-19	-	-	1	04	1	1	1	1	
2019-20	03	-	1	03	1	1	1	1	

Self Defence Training Classes are offered by the college to the girl students in each academic year from 2017-18 to 2019-20 and the cultural competitions like Essay Debate, Rangoli and Mehendi are organised every academic year to promote the creative spirits among the girl students.

During the academic session 2019-20 there are three nos of State level seminars, 03 extramural seminars and in 2018-19, 04 nos of extramural seminars on Gender sensitization are organised by the college.

#### 2.4.6. Authorship in language and literature (2017-18, 2018-19 & 2019-20)

**Table 25- List of Year wise Authorship in language and literature**

SL. No.	Subject	Male Writer	Female Writer
1	English	-	-
2	Odia	1	-
Total		1	0

In the last three years there is only one male authorship in odia literature.

2.4.7 . Inclusion of Gender concept in prescribed syllabus (Social Science)

**Table 26- List of Inclusion of Gender concept in prescribed syllabus (Social Science)**

SL. No.	Subject	Name of the Paper	Name of the Unit	Name of the Concept
1	Economics	Core 11,12 and 14	Unit 2 of C-11, Unit-1 of C-12 & Unit-1 of C-14	Demographic Issues, Gender Development Index and Demographic Concept
2	Education	Core-3 and DSE 3	Unit 4 of C-III Unit4 of DSE-III	Women Empowerment & Women Education & policies
3	Sociology	Core-7	All 4 units of Core 7	Social construction of gender feminism, gender and development and Women in India through ages.
4	Philosophy	Core14	Unit 2	Feminisim
5	Political Science	Core-1, DSE-2, DSE-4 and GE1	Unit ii of C-I Unit III of DSE-II Unit-I, II, III and IV of DSE-IV Unit-I, II, III and IV of G.E-1	Theories of Feminism Women's movement Feminism, issues and Women and Development Understanding of feminism, theories, issues, Women's participation, Women's work and labour.
6	History	Core-7	Unit-iv of C-7	Position of Women during Sultanate period
7	Odia	Core-9	Unit-3	Mass Communication, Women Education (Reba Ray) Pitra Prasanga
8	English	Core-3,C-13 and DSE-1	Unit-2 of c-III Unit -3 of C-13 Unit-3 of DSE-1	Feminisim

Two departments, Sociology and Political Science have a special paper on gender. Other social science departments too cover gender concepts in one or two units of their syllabus in core or DSE papers.

#### 2.4.8. Availing maternity leave provision (2017-18, 2018-19 & 2019-20)

**Table 27- List of Year wise Availing maternity leave provision**

Type	Access to maternity leave (Yes/No)	Cases of those who are denied maternity leave provision
Regular	01	Nil
Guest Faculty	-	-
None of these	-	-

It is only applicable for regular employees in teaching and non-teaching profession. In the year 2018-19 one regular teaching staff has availed 181 days of maternity leave.

#### 2.4.9 Sexual harassment cases during last 3 years

**Table 28- List of Year wise Sexual Harassment Cases**

Sl. No.	Year	Case Reported if any
1	2017-18	Nil
2	2018-19	Nil
3	2019-20	Nil
Total		

In last three years no cases of sexual harassment were brought to the notice of the members of Sexual Harassment Committee.

#### 2.4.10 Present status of Hostel

**Table 29- List of Hostel wise Intake Capacity**

SL.No.	Name of the Hostel	No. of boarders	No. of seats	No. of applicants
1	Ladies Hostel	60	60	93
2	Boys Hostel	16	40	25
3	OBC Hostel	-	-	-

There is a ladies' hostels with 60 intake capacity while 93 applicants had applied for the hostel seat, 60 students were provided with the facility. For the boys hostel the scenario is different while the available seat is 40 only 25 students had applied and 16 students had availed the facility.

#### 2.4.11- Toilet Provision

**Table30- List of Toilet Provision**

Sl. No.	Category	Number
1	Toilet for Boys	12
2	Toilet for Girls	09
3	Toilet for ladies staff	02
4	Common toilet facilities	26
5	Toilet for PWD girls	-
6	Toilet for PWD Boys	-

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

# **CHAPTER-3**

# **FINDINGS**

### 3.0 Major Findings regarding gender status ,curricular and co-curricular activities of the students-

3.1 In the academic session 2019-20 more number of girls (77.64%) have enrolled their name in comparison to boys (22.36%) but mostly admitted in Arts stream, this is a similar trend for the last three years.

3.1.1 Gender disparity is observed in the case of commerce stream throughout the three years in the year 2019-20 i.e. more number of boys (64.34%) are enrolled in commerce than that of girls (35.66%).

3.1.2 In the year 2019-20, in Science stream there are more number of boys (51.04%) enrolled in comparison to girls (48.96%).

3.1.3 In various spheres of academic and co-curricular activities girl students have outnumbered boys with a visible difference. But girl's participation in sports is very discouraging.

3.1.4 In the extension activities there is an equal participation of boys 50 % and girls 50%. The total number of students in NCC is 50 where the girl students represent 42% (21 no) and boys for 58% (29 no). The total number of students in YRC is 34 wherein the girl students represent 42.37% (25 no) and boys for 54.70% (34 no).

3.1.5 In last three years, Girls students are continuously showing their academic excellence in their respective departments of arts, commerce and science. Among the topper of last three year, 85.71% (36 no) are girls and 14.29% (06 no.) are boys.

3.1.6 The girl students have an upper hand to grab the Best Graduate award for the last three years as girls represent 55.55% (05 no) and the boys represent for 44.55% (04 nos.)

3.1.7 The boy students have more participation in sports in comparison to girl students. In the year 2019-20, boys participation in athletic events is 62.94 % and girls is 37.06 %, but in baseball the girl students' participation is 60% (03 nos) and boys participation is 40% (02 nos).

### **3.2 Major Findings regarding Gender Status of Teaching Faculties-**

3.2.1 In the year 2019-20 out of the total 43 faculties, the male teachers had 76.74% (33 no) of share while the female faculties comprised of 23.26% (10 no).

3.2.2 Similarly Grade position and Ph.D. qualification is found more among the male teachers (80%) than female (20%).

3.2.3 Out of 758 total seminars participated by faculties 72.30% (548 nos) was participated by male faculties and 27.70 % (210 nos) by female faculties. For the conference participation the male faculties participated for 58.89% (212 nos) and 41.11% (148 nos) was participated by female faculties. There is total 32 FDP attended by the faculties out of which 68.75% (22 nos) are the male participants and 31.25% (10 nos) are the female participants.

3.3: There is a dominance male employees in non-teaching positions of the college

### **3.4 Findings Related to Gender Analysis of Institutional Policy and Provision.**

3.4.1 As per the findings more number of teachers are male (76.44%) and their participation in decision making is also higher in comparison to female teachers.

3.4.2 Gender sensitization programmes like institutional, seminar, extra mural lectures and various competitions are organized during last three years but their number is not eye-catching.

3.4.3 Regarding authorship in language and literature there is only one male teacher.

3.4.4 In order to make gender awareness in academic and co-curricular programme the concept of gender is being taught in all academic paper of humanities in all the discipline.

3.4.5 Maternity leave provision is available for regular faculty of the college.

3.4.6 The need to increase the seat in ladies' hostel is required as 97 applications was received against the present intake capacity of 60 seats only.

3.4.7 Though Toilet Provisions for boys, girls', faculty are there but no facility for CWSN categories.

### **RECOMMENDATIONS-**

It is found that the college has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value setup. It is doubtless that the enrollment of girls from all sections of society is increasing and there is no gender issues complaints. It will

contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the college would certainly make a mark even in the areas that need some improvements. Considering the statistics, active steps and guidelines to establish good gender balances will be framed and this gender audit would help us to prevent sexual harassment at the college and will provide safe and encouraging academic environment.

1. Dr. Premalata Rout, Reader in Odia

( Head of the Committee)

*Principal*  
20.12.20

**Pattamundai College**  
**Principal**  
**Pattamundai College**

2. Capt. Manoj Parida, Reader in Sociology

3. Mrs. Nirupama Swain, Lecture in Education