



## PREFACE

**Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility.**

The college has set up Women Development Cell (WDC) from the very inception onwards, to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The Cell always motivates the students to perform their social responsibilities and to empower them. WDC has conducted different programs to boost the strength and capabilities of women students. Not just girls, but also boys too are included and educated. Women Development Cell in the campus is providing a platform for listening to complaints, quick redressal of grievances and sensitizing female students on gender issues. All grievances shall be treated with absolute confidentiality through the setting up of a sexual harassment redressal committee.

Women Development Cell, IQAC & Gender Audit Committee conducted a Gender Audit of the college for the year 2020-21, as it is an essential component for the assessment and accreditation of Higher Educational Institutions suggested by UGC. The team conducted the survey among the students of the college for the academic year 2020-21 and they scrutinized and reviewed the operating environment of college too.

### **Objectives of Gender Audit**

- 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 suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

### **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

## **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.

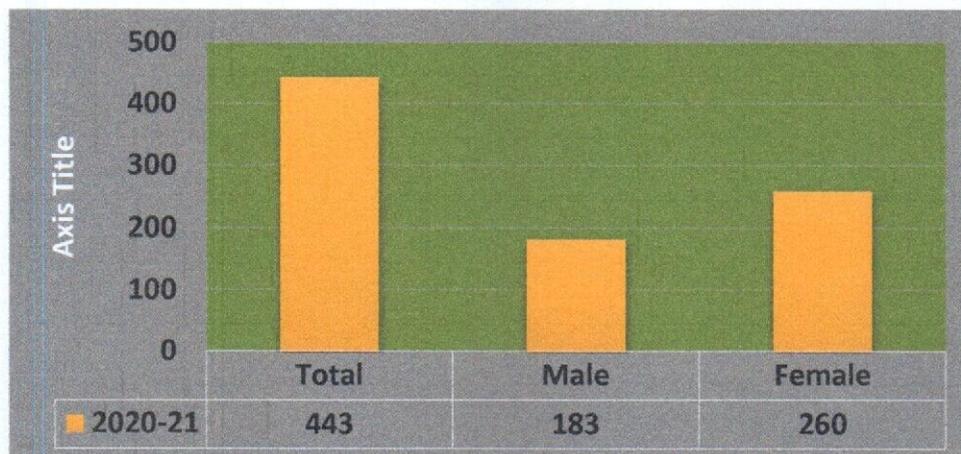
**Anti-ragging cell** has been constituted by the college which aims to keep a vigil and stop the incidence of ragging to ensure zero tolerance for ragging. The officials of the cell make regular inspection in the prominent places of the college and hostels to make the campus a ragging-free zone.

## ANALYSIS AND INTERPRETATION:-

### Data Analysis

**Table 1: Gender wise Details of Total Students in the College**

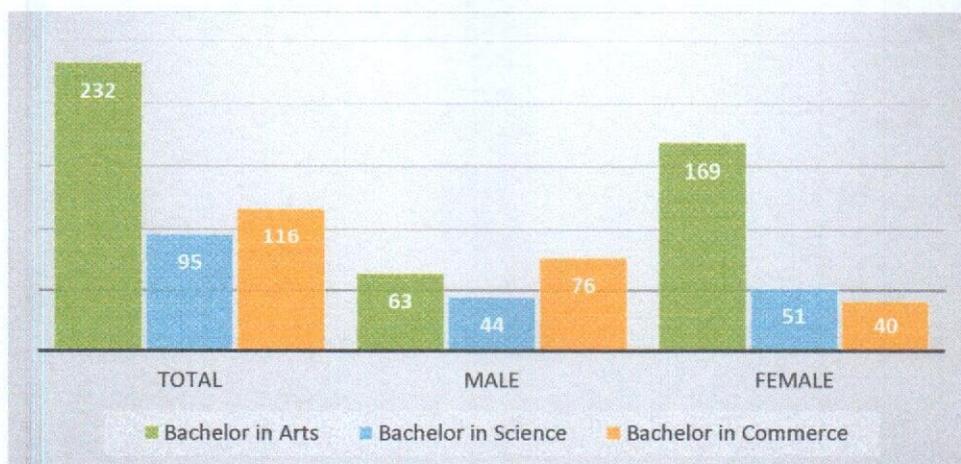
Sl. No	Academic Year	Total	Male	Female	Male Percentage	Female Percentage
1	2020-21	443	183	260	41.31 %	58.69 %



The table shows year-wise gender classification of male and female strength of students and the total number of admissions to the college. It shows that the number of female students is higher, compared to male students.

**Table 2: Gender wise Details of Total Students in programme wise.**

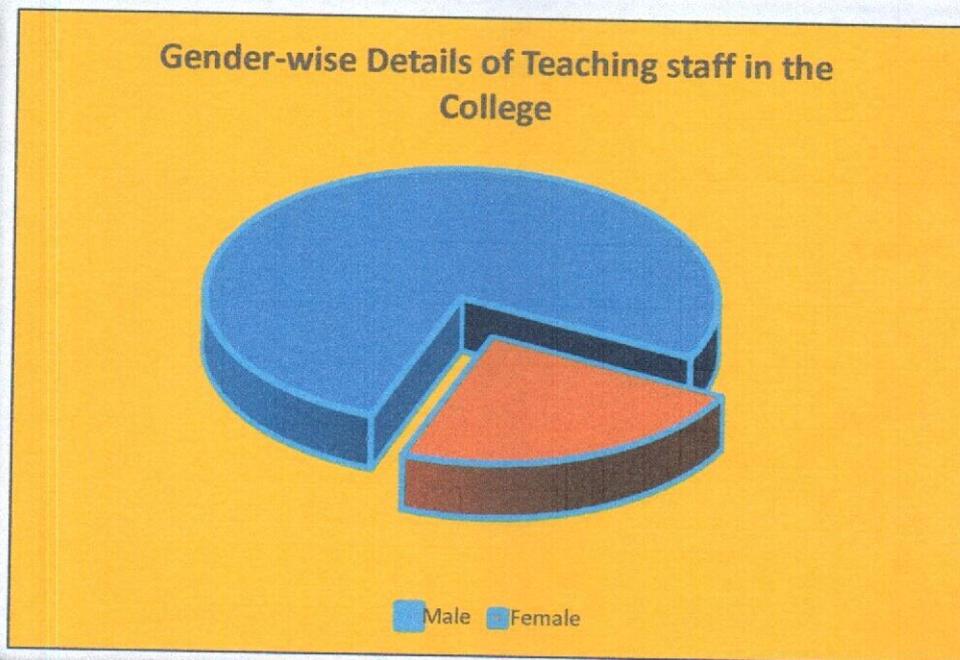
Sl. No	Name of the Programme	Total	Male	Female	Male Percentage	Female Percentage
1	Bachelor in Arts	232	63	169	27.16	72.84
2	Bachelor in Science	95	44	51	46.32	53.68
3	Bachelor in Commerce	116	76	40	65.52	34.48



The table shows gender classification of male and female strength of students of different programs i.e. BA, BSc & B.Com and the total number of admissions to the different program. It shows that the percentage of female students is higher, as compared to male students in the BA and BSc programs. But in the B.Com program shows that the percentage of female students is lower, as compared to the male students.

**Table 3: Gender-wise Details of Teaching staff in the College.**

Sl. No	Academic Year	Total	Male	Female	Male Percentage	Female Percentage
1	2020-21	43	33	10	76.74	23.26

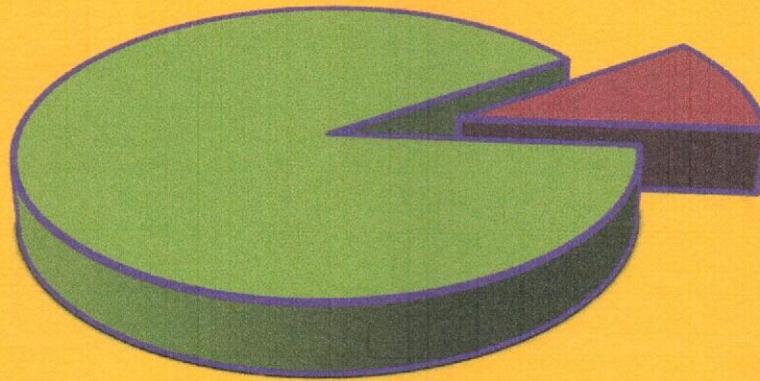


The table shows gender-wise classification of teaching staff in the College. It shows that the number of male teacher is higher, as compared to female teacher. The total 43 faculties, the male teachers had 76.74% (33 no) of share while the female faculties comprised of 23.26% (10 no).

**Table 4: Gender-wise Details of Non-Teaching staff in the College**

Sl. No	Academic Year	Total	Male	Female	Male Percentage	Female Percentage
1	2020-21	37	33	04	89.19	10.81

### Gender-wise Details of Non-Teaching staff in the College



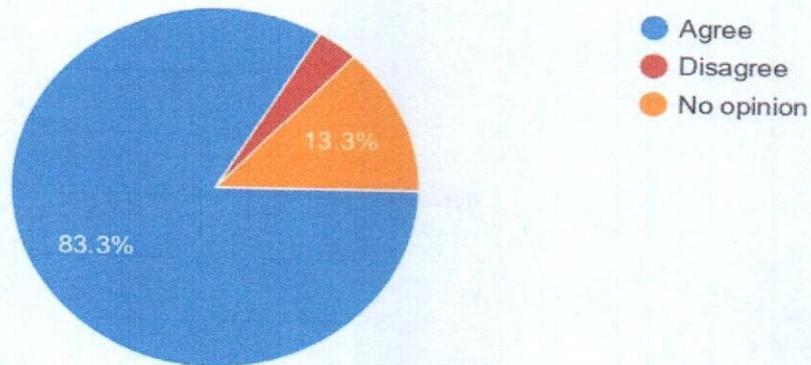
■ Male ■ Female ■ ■

#### Data Analysis and Interpretation

A structured google form questionnaire was developed and used for the collection of data. The questionnaire contains various gender-related questions and the data was collected among the 90 UG students on the campus. Link of google form link <https://forms.gle/tFwWybY47bAiDfCZA> . The collected data were tabulated and analyzed with the help of Microsoft Excel the statistical technique Mean used for the analysis of data. The graphical representation of analyzed data is given below.

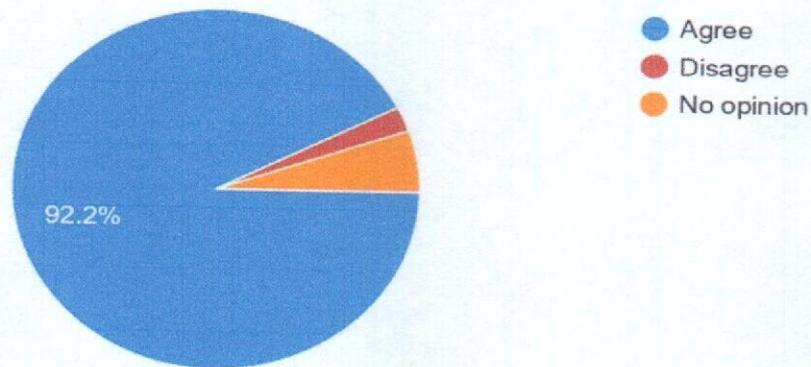
1. Adequate security arrangements have been made in the campus / Hostel and common areas during day and night.

90 responses



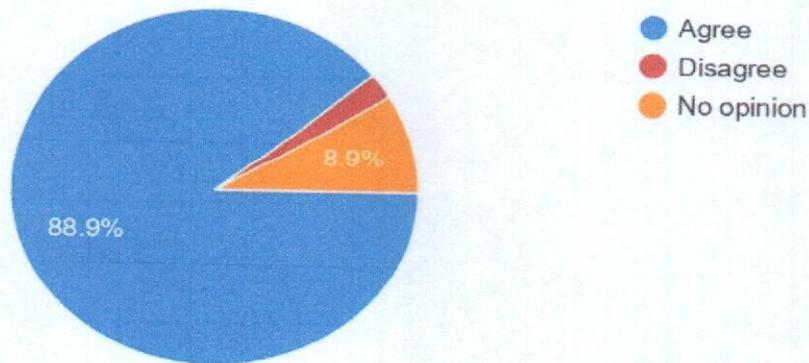
2. A Women Cell is set up in the college and students are aware about the Women Cell.

90 responses



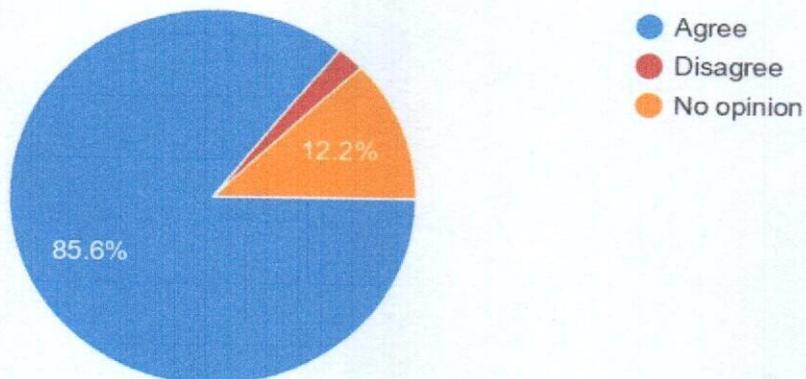
3. There are lady faculties available in the Women Cell.

90 responses



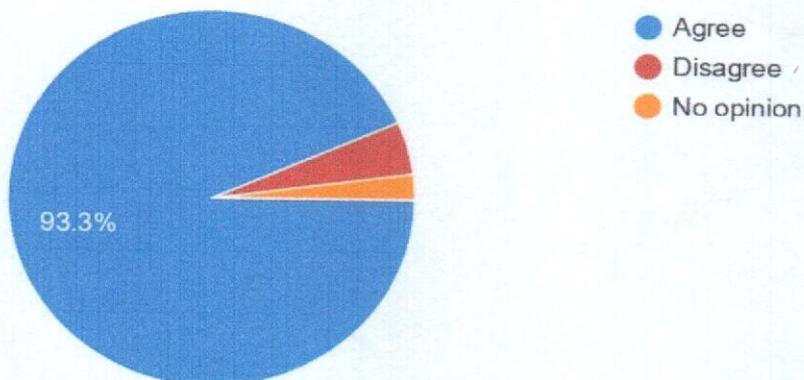
4. A grievance redressal cell has been set up.

90 responses



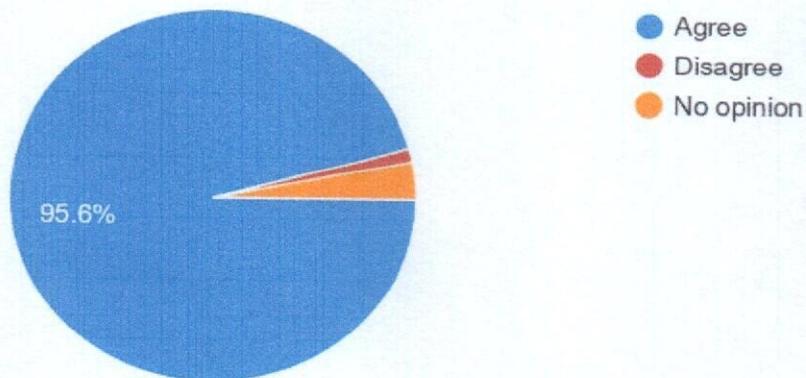
5. The classroom offers equal opportunities to all genders.

90 responses



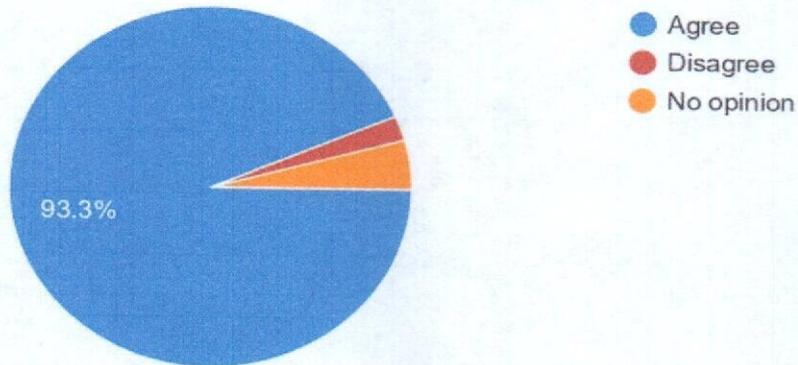
6. The library offers equal opportunities to all genders.

90 responses



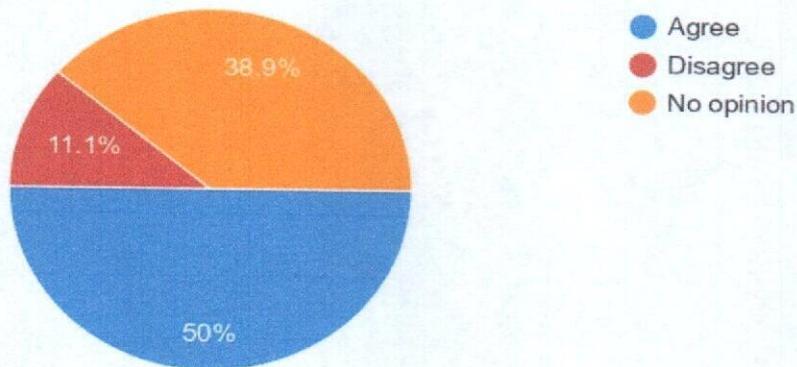
7. Safe environment is available for all girl students in the campus.

90 responses



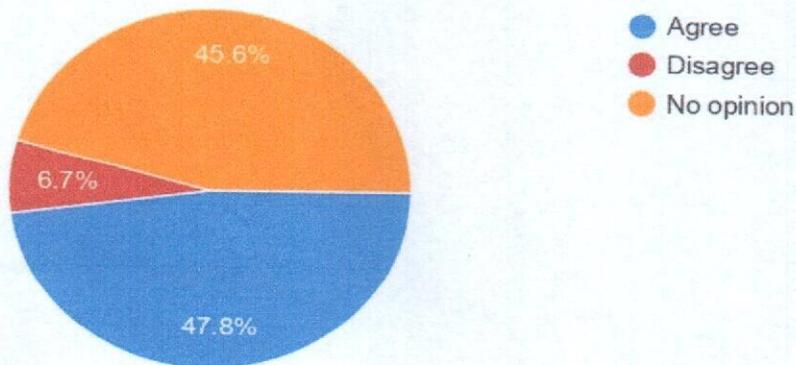
8. A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.

90 responses



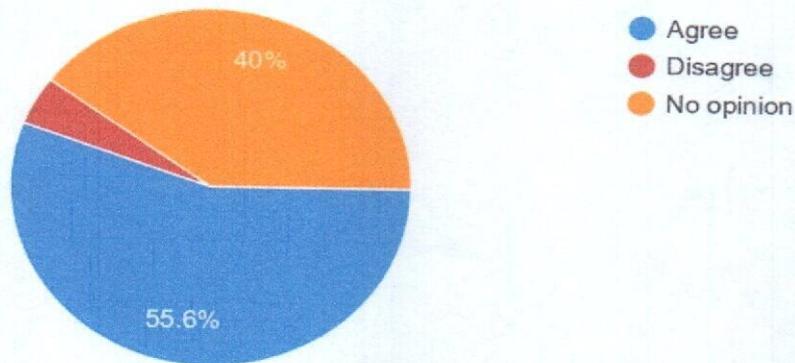
9. A fair inquiry is conducted by the committee, in case of a complaint.

90 responses



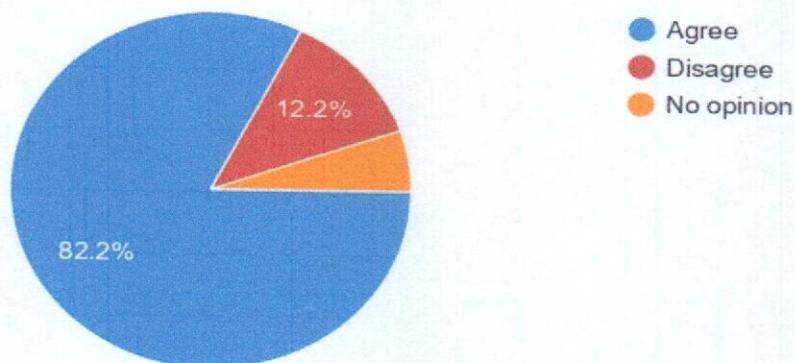
10. Confidentially is maintained during the inquiry process.

90 responses



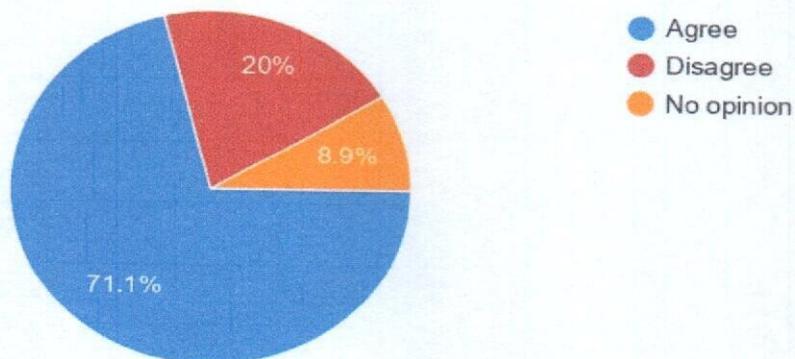
11. Adequate number of toilets are available in the college/ hostel for girls.

90 responses



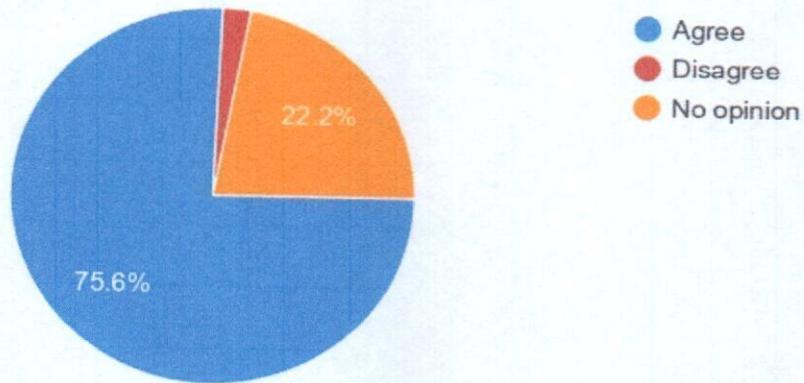
12. Adequate facilities are available inside the toilet keeping in mind the need of the girl students.

90 responses



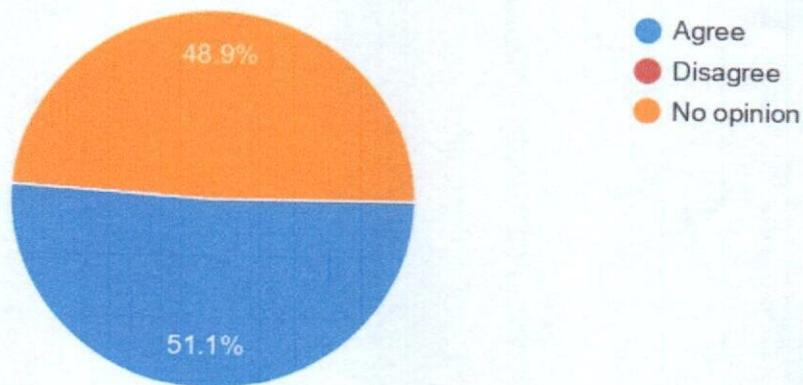
13. Adequate lighting is available inside the Campus/ hostel during night.

90 responses



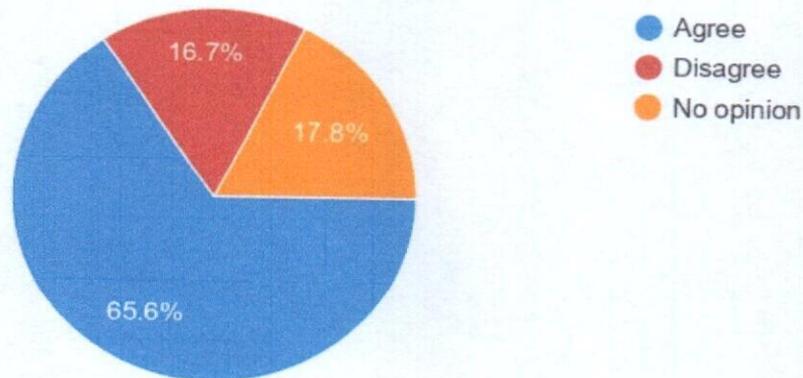
14. Entry and exit timing of the College / hostel are appropriate.

90 responses



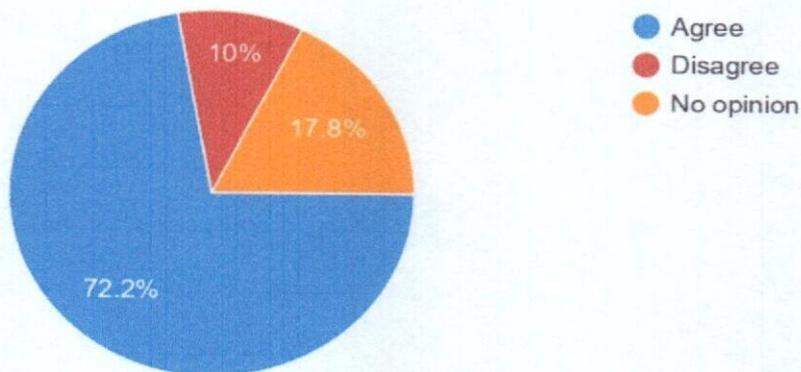
15. Healthcare facilities are available to girl students in the campus.

90 responses



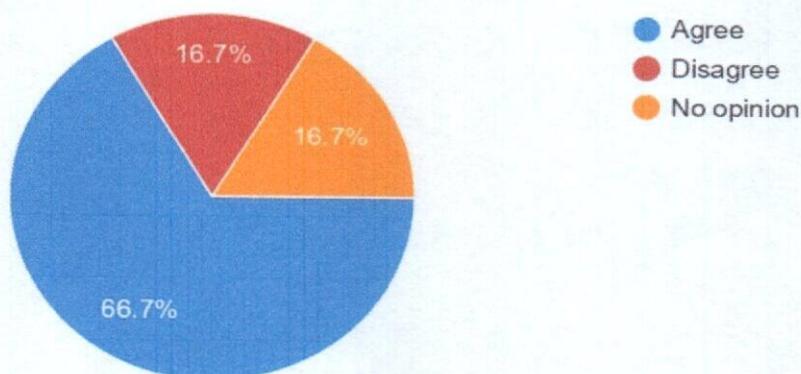
16. Adequate number of security personnel are deployed.

90 responses



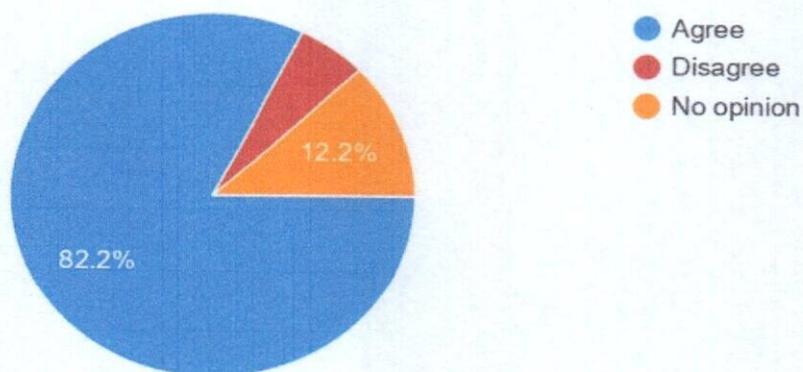
17. Attitude of security personnel is Appropriate.

90 responses



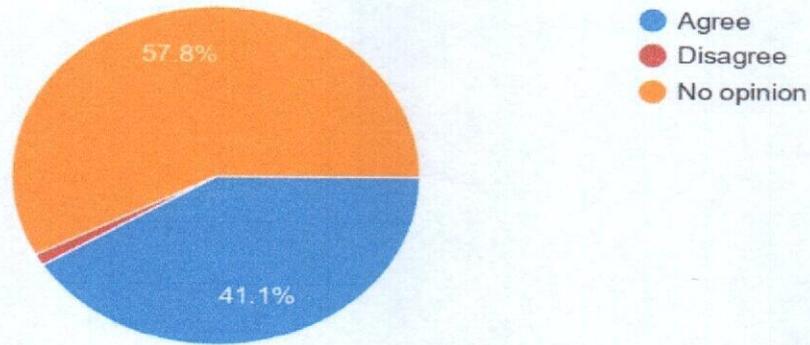
18. Gender sensitization program must be conducted for security personnel deployed at the campus.

90 responses



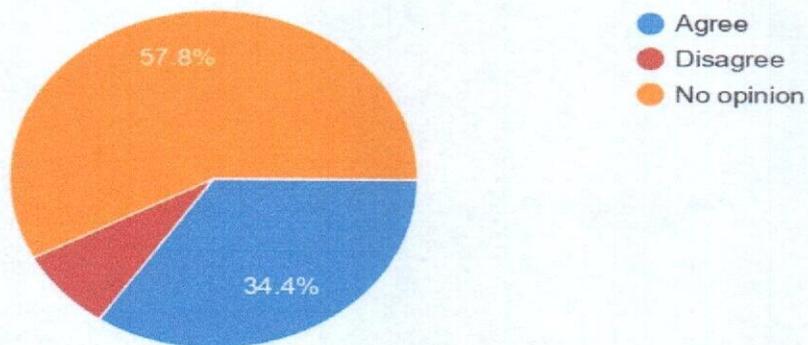
19. Laboratory infrastructure is appropriate for safety of girl students, for example, there is adequate lighting, adequate space provided in the corridors and other areas.

90 responses



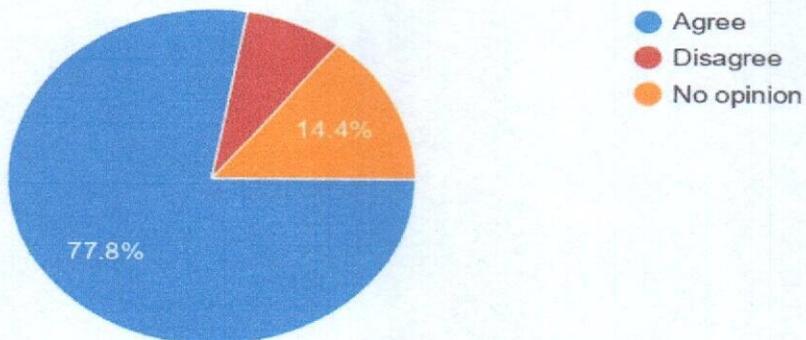
20. Attitude of laboratory staff is Appropriate.

90 responses



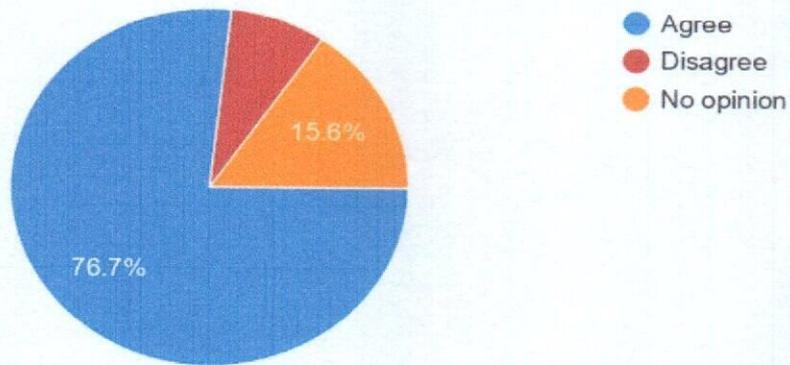
21. There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students.

90 responses



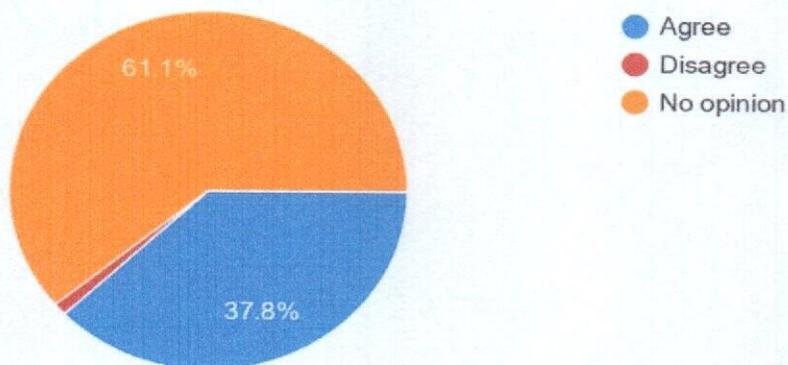
22. There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students.

90 responses



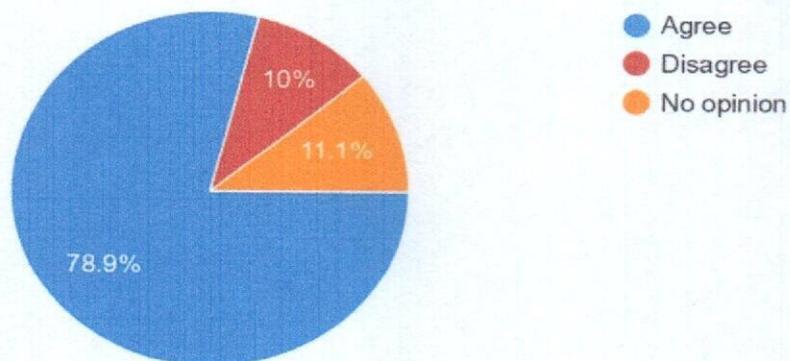
23. Timing of the laboratory is appropriate.

90 responses



24. There is a separate queue for girls in dining hall, office etc.

90 responses



The following table shows some of the gender related activities organized by the different committee and cell of Pattamndai College, Pattamundai.

Sl. No	Organising Unit/Department/Committee/Cell	Topic	Date	Theme
01	Sociology	Social Movement of Women in India	18/09/2020	Gender Sensitisation
02	Sociology	Sociology of Gender: Issues Perspectives and Challenges	20/10/2020	Gender Sensitisation
03	English	Sexual Abuse and Domestic Violence Against Indian women in Literature and Society	15/11/2020	Gender Sensitisation
04	Cultural Association	Essay (English)	05/04/2021	Gender Sensitisation
05	Cultural Association	Essay (Odia)	05/04/2021	Gender Sensitisation
06	Cultural Association	Debate (English)	07/04/2021	Gender Sensitisation
07	Cultural Association	Debate (Odia)	07/04/2021	Gender Sensitisation
08	Cultural Association	Drawing	08/04/2021	Gender Sensitisation
09	Cultural Association	Rangoli	07/04/2021	Gender Sensitisation
10	Girl's Unit (NSS)	AIDS Awareness Day	01/12/2020	AIDS Awareness

### Findings of Audit Team:-

- Students strength particularly girl's strength is high in both arts and science UG level programmes.
- Girl's enrolment is more than that of boys in most of the programme.
- Success rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- In regular teaching staff the strength of males are higher than female.
- It seems sizable percentage of the girls are not aware about presence of anti-sexual harassment cell.
- The equal opportunity to all genders to work with various forums.
- The institution organizes self-defense program for girl students every year.
- The equal opportunity to all genders for free and fair expression of ideas

- Both Teaching Nonteaching staff have a higher male than female.
- Opening of girls unit of NCC in 2020-21 is a measure step towards gender based empowerment.

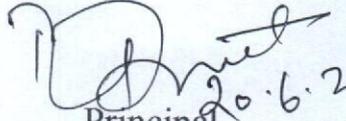
#### **Suggestions made:-**

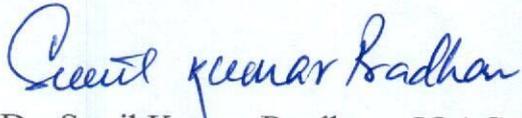
- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities.
- The number of female staff to decision making bodies may be increased
- Organize more sports programs on a regular basis for girl students.
- More awareness program on Legal rights of women.
- College intends to introduce self-employment trainings in different subjects.
- Awareness program to aware the girls about s of anti-sexual harassment cell.
- Opening of women study Centre in the college.

#### **Conclusion:-**

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion.

- Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior.
- It is found that the College has lots of strengths and some weaknesses.
- The weaknesses can be overcome with gradual changes in value set up.
- Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints.
- With the strong will power and commitment to gender justice, the College would certainly make a mark in the state.
- Gender equality/justice/sensitivity should be moto of the college.

  
Principal 20.6.22  
Pattamundai College



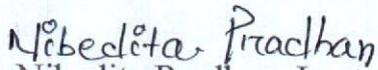
❖ Dr. Sunil Kumar Pradhan , IQAC Co-ordinator



❖ Capt. Manoj Parida, Reader in Sociology



❖ Mr. Jitendra Malik, Lecturer in Commerce



❖ Dr. Nibedita Pradhan, Lecturer in Political Science

## PRE-GENDER AUDIT MEETING

Internal Quality Assurance Cell (IQAC), Gender Audit Committee and Women development Cell (WDC) with Principal of Pattamundai College, Pattamundai.



## POST-GENDER AUDIT MEETING

Internal Quality Assurance Cell (IQAC), Gender Audit Committee and Women development Cell (WDC) with Principal of Pattamundai College, Pattamundai.

