



WDASHC

GENDER AUDIT REPORT

Session: 2022-23



WOMEN DEVELOPEMENT & ANTI

SEXUAL HARASSMENT CELL

PATTAMUNDAI COLLEGE

PATTAMUNDAI, 754215

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PREAMBLE

The present era gives priority to gender equity in every society. Providing equal opportunity any gender is a primary concern of any organization. Educational institution plays a vital role to aware any society on gender neutrality or equality. Namely to achieve this goal, an educational institution conducts gender audit annually. Pattamundai College gives immense importance to maintain gender equity in it campus. This institution maintains gender equity in all spheres of activities since its birth by conducting gender audit annually. Gender Audit of this institution is a process for organizational assessment and a tool for action planning from a gender perspective. Gender audit critically examines the ability of an institution to ensure a 'safe and secure' ambience for women and girl students, visitors and faculties. The participatory audit process helps to identify institutional strengths, challenges, weaknesses and opportunities to integrate gender, as well as gender equity, in the institution's systems and operations and in program and activities. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues.

EXECUTIVE SUMMARY

Pattamundai College, Kendrapara, is a renowned educational institution with a significant impact on the local community. As part of its commitment to social progress, the college has initiated a gender audit to evaluate its practices concerning gender equality and identify areas that require improvement.

The purpose of this gender audit is to assess the college's efforts in promoting gender equality and to recognize areas where gender disparities exist. The goal is to develop strategies to address these disparities and create a more inclusive and supportive environment for all students, faculty, and staff.

This audit analyzed various aspects, gender representation, curriculum, campus safety, facilities, policies, and awareness programs and it was found that various gender awareness and sensitization programs likes - international Day for Elimination of Violence against Women, Puja vacation special camp, Webinar on " Maternal Mortality in India", World Mother's Day, Webinar on " Participation of Women in the Freedom Struggle in Odisha", One Act play competition, Webinar on " Gender, Society and Culture" and different cultural events were also organized in the year 2021-22 with a aim to promote respect, inclusive and awareness on gender related issues. This institution has a higher percentage of female students

across all programs and cultural events. Female students were significantly present in both participation and winners' lists of cultural events. Additionally, female students participated more than male students in athletic events.

The findings and recommendations presented in this report are intended to promote a more inclusive and supportive environment for all members of the college community.

BACK GROUND OF THE COLLEGE:

The college was established in the year 1970 through the collective efforts of the people of Pattamundai who wanted higher education at their door step. This college is the 2nd largest college of the district and it upholds the purpose for which it was founded way back in the late sixties. This college is affiliated to Utkal University, the premier university of Odisha, provides ample scope to the students in fulfilling their dreams. The college's commitment to quality education is evident through its permanent affiliation and recognition under UGC act 2(f) and 12(B). This year National Assessment and Accreditation Council (NAAC) Council accredited this institution with 'B' grade. The college maintains an operational website for communication and offers easy access to its resources through an automated library with INFLIBNET connection and e-portals. Through its five-decade journey, Pattamundai College has become a beacon of education, growth, and community service in Kendrapara district.

This institution regularly improves its infrastructure by adding new buildings, hostels, renovating library, laboratories and playground, it also emphasizes to enhance its academic quality to take this institution to a new height in academic excellence. It contributes toppers at University level in different years and also produces many more best students along with achievements in sports and other fields. The contribution of its NCC, NSS and YRC students has a remarkable effect in maintaining gender equity inside and outside the campus. People from nearby villages get influenced on various gender related issues which are organized by these bodies of this institution. This institution has its own unique way of maintaining gender unbiased environment. Various gender related activities, seminars, webinars, commemorative day's observation, etc. creates a gender sensitized campus. This change is very much visible as there is not any grievance against men or boy students by female students or faculties. This institution has a proper grievance redressed mechanism for women or girl student. This college maintains a zero tolerance policy towards a gender related offences.

VISION-

- To make higher education qualitative and value based for the socio-economic transformation of the nation.
- To instill 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.

Establishment of Gender Audit Committee:

Dr Nibedita Pradhan, Head, WDASHC

Dr S.K.Pradhan, Coordinator of IQAC

Dr M.K.Nayak, Member of IQAC

Mr Subhaasis Mishra, Member of IQAC

Mr Jitendra Malik, Member of IQAC

Mr Sarojakanta Nayak, Member of IQAC

Mrs Rasmita Panigrahi, Memembr of WDASHC

Miss Namita Behera, Memembr of WDASHC

STUDENTS REPRESENTATIVE

Sl No	Name of Student	Roll Number
1	Sarmistha Rout (Dramatic Association)	BS(B)21-024
2	Parthabi Panda (Cultural Association)	BA22-217
3	Sagarika Behera (Day Scholars Association)	BC21-100
4	Arpita Pradhan (Science Society)	BS(P)22-035
5	Subhalaxmi Dhal (Grievance & Anti Sexual Harassment Cell)	BA22-253

Objectives of Gender Audit:

- To assess the institution's efforts in promoting gender equality and to recognize areas where gender disparities exist.
- To create an environment where females would feel free to express their genuine problems.
- To make various efforts for which girl students will be attracted to pursue their studies in this institution.
- To develop strategies to address these disparities and create a more inclusive and supportive environment for all students, faculty, and staff.
- To suggest measures for bridging the gender gap.
- To maintain gender expertise and competence

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- To maintain gender expertise and competence

Methodology:

This audit involves a combination of qualitative and quantitative data collection methods. It is as follows;

- Primary data collection
- Survey through Google questionnaire form.
- Personal interviews.
- Observation.
- Analysis of Institutional policy and other relevant documents.

Gender Representation:

Faculty Position:

Gender audit found that the college had made strides in employing a diverse faculty and staff. The details analyses of female and male staffs are given here.

Table -1 : Gender wise Teaching and Non-teaching staff details.

Sl. No.	Academic Year	Total	Male	Female	Male Percentage	Female Percentage
1	2022-23(Teaching)	49	35	14	71.42%	28.57%
2	2022-23(Non teaching)	31	27	04	87%	12.9%

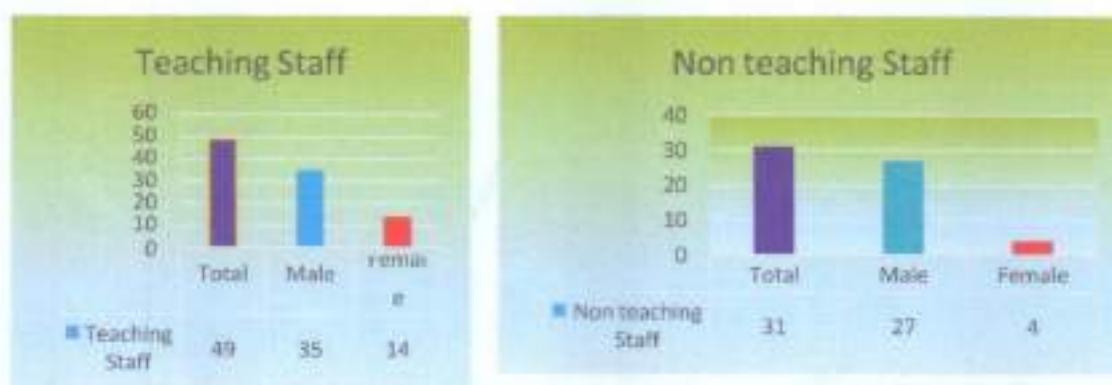


Figure 1 Gender wise details of total teaching and nonteaching staffs in college

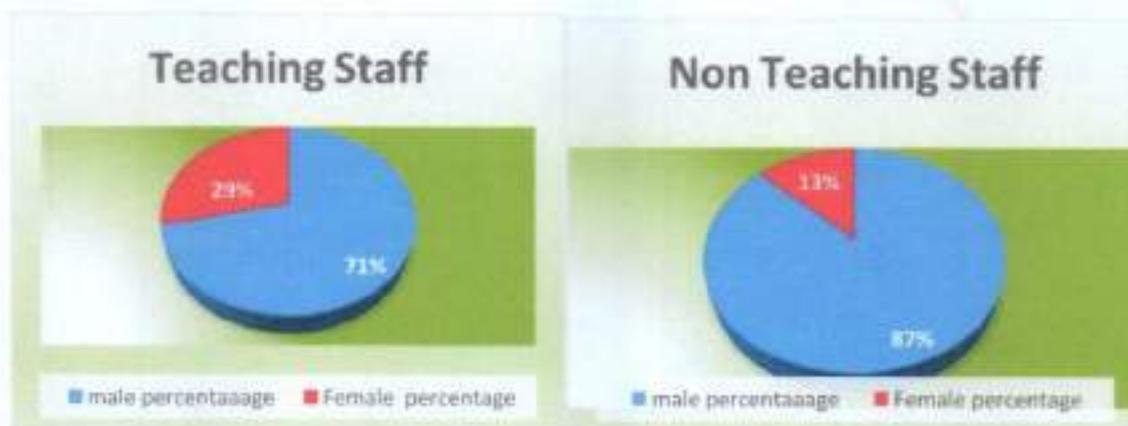


Figure 2:- Gender wise percentage of teaching staffs. Figure 3 Gender wise percentage of non teaching staffs.

Leadership Positions / Women representative in different Committee:

While there has been progress in appointing female faculty members to leadership roles, such as department heads and members of different committee, further efforts are necessary to achieve full gender parity in higher administrative positions.

Sl No.	Committees	Member's Name with Designation
1	Staff Council	Dr Anjali Kumari Dash, Reader in Botany (Joint Secretary)
2	Dramatic Association	Mrs. RN Madhusmita Parida, Lecturer in Philosophy (Associate Vice President)
3	Cultural Association	1. Dr Anjali Kumari Dash, Reader in Botany (Vice President) 2. Mrs Nibedita Nayak, Lecturer in Education (Associate Vice President) 3. Dr. Nibedita Pradhan, Lecturer in Political Science (Associate Vice President)
4	Social Service Association	Mrs Suchismita Biswal, Lecturer in Botany (Associate Vice President)
5	Day Scholar Association	Mrs. RN Madhusmita Parida, Lecturer in Philosophy (Associate Vice President)
6	Library	Dr Anjali Kumari Dash, Reader in Botany, Member
7	College Magazine	Mrs Suchismita Biswal, Lecturer in Botany, Sub Editor
8	Science Magazine	Mrs Sarojini Mishra, Lecturer in Zoology, Sub Editor
9	Career Counselling	Mrs Sarojini Mishra, Lecturer in Zoology, In Charge

10	Remedial Class	Dr Nibedita Pradhan, Lecturer in Political Science, In Charge
11	Environmental, Garden & Orchard Development Committee	Miss. Namita Behera, Lecturer in Education.
12	Botanical Garden	1. Mrs Suchismita Biswal, Lecturer in Botany 2. Miss Subhalaxmi Pradhan, Lecturer in Commerce
13	Green & Clean Campus Committee	1. Mrs. Subhashree Pothal, Lecturer in Political science. 2. Mrs. Rasmita Panigrahi, Lecturer in Economics.
14	SC & ST Affairs	1. Mrs Sarojini Mishra, Lecturer in Zoology 2. Dr Laxmi Priya Patra, Lecturer in Odia
15	Girl's Common Room	1. Dr Laxmi Priya Patra, Lecturer in Odia 2. Miss Simangini Das, Lecturer in Pol.Science
16	Grievance & Anti Sexual Harassment Cell	1. Dr.Nibedita Pradhan, Lecturer in Pol.science 2. Mrs. Rasmita Panigrahi, Lectuer in Economics 3. Miss Namita Behera, Lecturer in Education
17	Anti-Ragging Cell	1. Dr Anjali Kumari Dash, Reader in Botany 2. Mrs Sarojini Mishra, Lecturer in Zoology
18	General Stock and Store	Mrs Sarojini Mishra, Lecturer in Zoology, In Charge
19	Self Defence Training for girls	Miss Simangini Das, Lecturer in Pol.Science

20	NCC girls Units	Mrs. RN Madhusmita Parida, Lecturer in Philosophy
21	+3 NSS Girls Unit	Mrs Sarojini Mishra, Lecturer in Zoology, In Charge
22	Mentor & Mentee	Mrs Suchismita Biswal, Lecturer in Botany, In Charge
23	Hostel Committee	1. Dr. Miss Anjali Kumari Dash, Reader in Botany, Member 2. Dr Laxmi Priya Patra, Lecturer in Odia
24	Ladies's Hostel	Mrs. RN Madhusmita Parida, Lecturer in Philosophy, Deputy Supperintendent
25	Placement Cell	Dr Nibedita Pradhan, Lecturer in Pol. Science, In Charge
26	Field Project & Industrial Tour	Dr Laxmi Priya Patra, Lecturer in Odia

ENROLLMENT AND ADMISSION:

The audit revealed that the college has seen commendable progress in promoting gender equality in student enrolment and admissions. The data indicated a balanced representation of male and female students across various disciplines. These are the total number of students admitted to this college for the academic year 2021-22, the female and male percentage in total, percentage of female and male in different Steam i.e., in Arts, Science and Commerce.

Table -2: Gender wise details of total Students.

S. No.	Academic Year	Total	Male	Female	Male Percentage	Female Percentage
1	2022-23	457	179	278	39%	61%

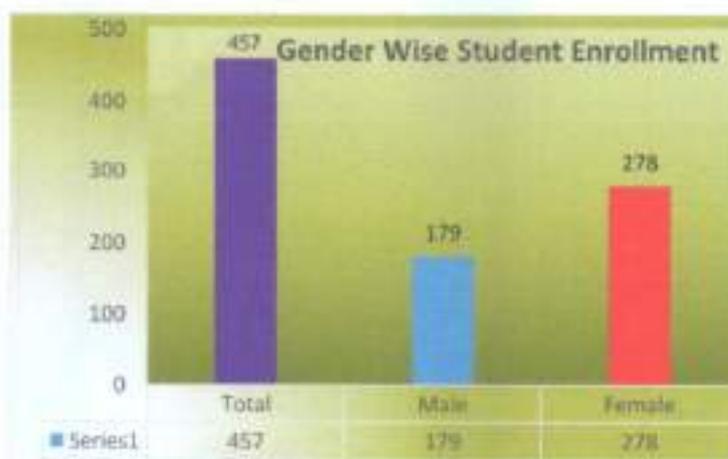


Figure 4 Genderwise details of total enrolment and admission of students.

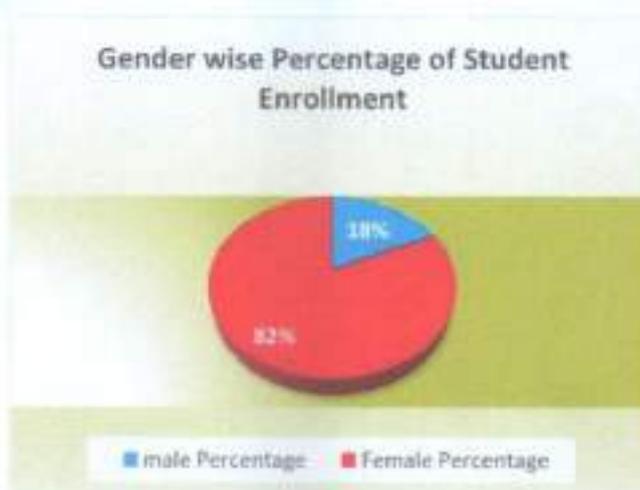


Figure 5 Gender wise details of total enrolment and admission of students.

Table 3:- Gender wise details of total Students in different Stream.

Gender wise Details of Total Students in different Stream					
Name of the Stream	Total	Male	Female	Male Percentage	Female Percentage
Arts	254	81	173	31%	68%

Science	78	30	48	38%	61%
Commer ce	125	68	57	54%	45%

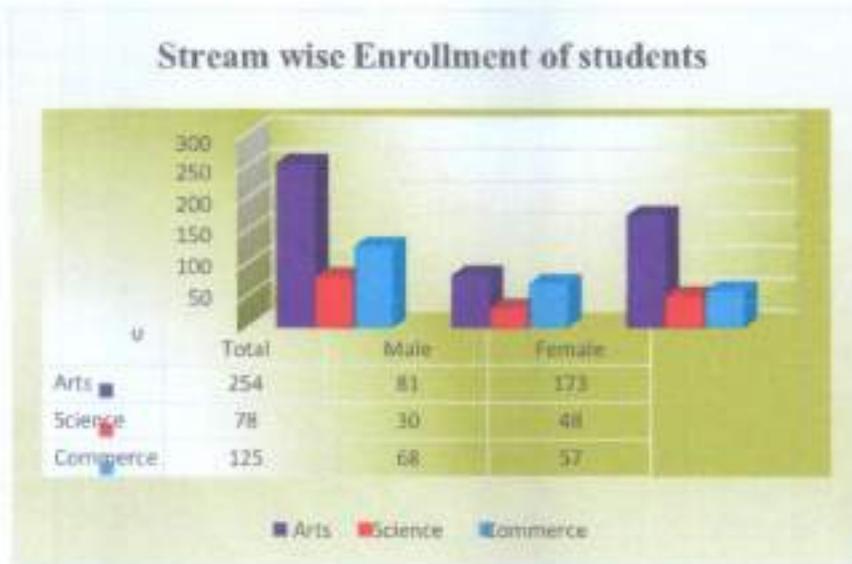


Figure 6 Gender wise details of total number of students in different stream

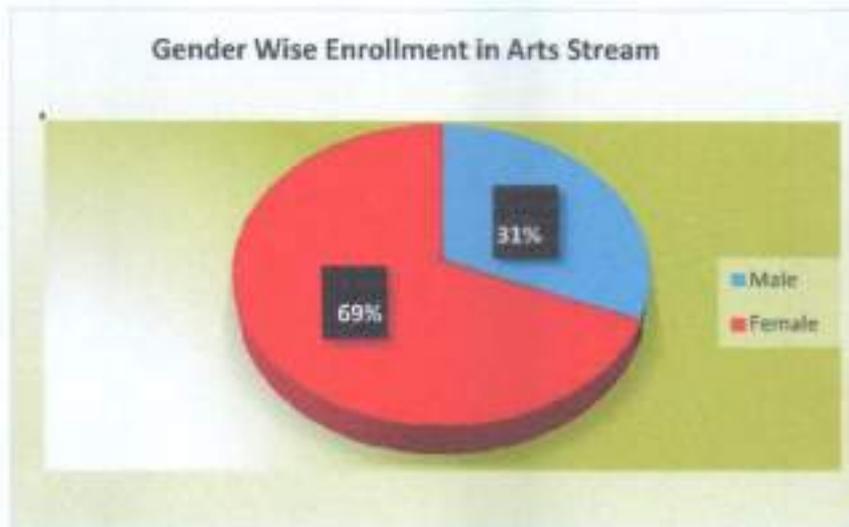


Figure 7-Genderwise details of total percentage of Arts students.

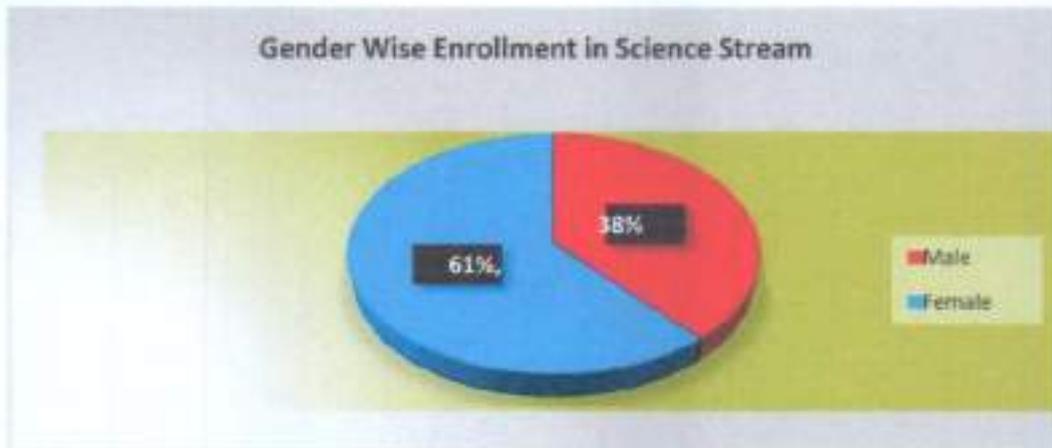


Figure 8 -Gender wise details of total percentage of Science students.



Figure 9 Gender wise details of total percentage of Commerce students.

GENDER-RESPONSIVE FACILITIES:

Campus Safety and Security:

The audit assessed the safety and security measures in place to protect all members of the

college community. The findings indicate that college has installed handful number of CCTV in required areas likes - classroom, library, Staff common room, administrative building, hostel, front and back entries. For extra safety the security guards and Night watchmen are also appointed. The college also created a Discipline committee for maintenance and preservation of discipline policy of this institution.

Women Development and Anti-sexual harassment cell

This cell is working for creating a healthy and awareness center atmosphere specially for female students. The cell has its rules and regulations to protect the rights of female student's and organizing different productive awareness activities, programs to create a empower women society in this college.

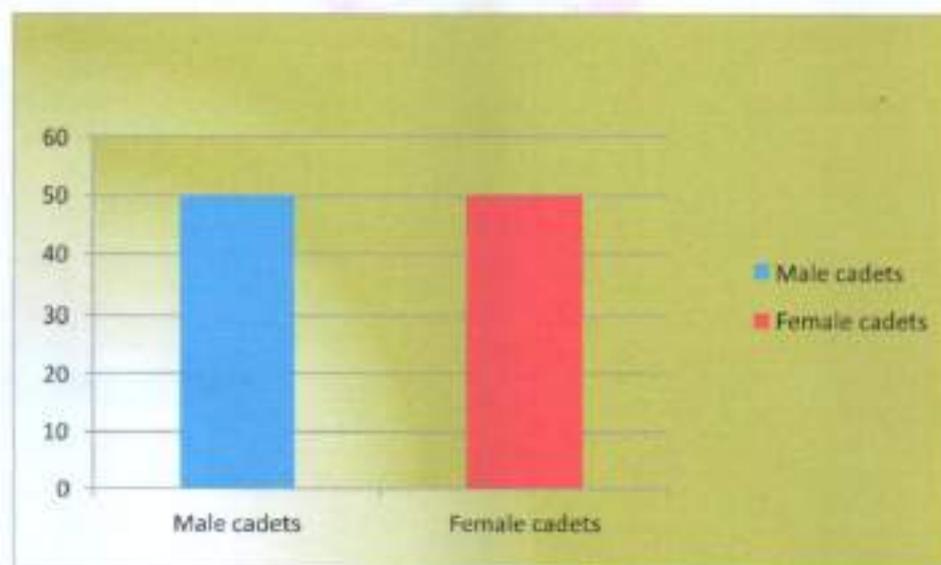
Anti-ragging Cell:

With a aim to make this institute as a ragging free zone, the Anti-ragging cell has been working as regulatory inspector to ensure zero tolerance for ragging.

Counseling Of Students:

A Mentor-Mentee system has been introduced as a link support between Students and teacher regarding their various educational and life related issues.

NCC Wings for students: NCC wing comprises of both boys unit and girls unit. In both the units 50 numbers of cadets have enrolled. The cadets organise World's Environment Day, International Yoga Day, Kargil Vijay Divas, International Youth Day, Independence Day and Republic Day in the college.



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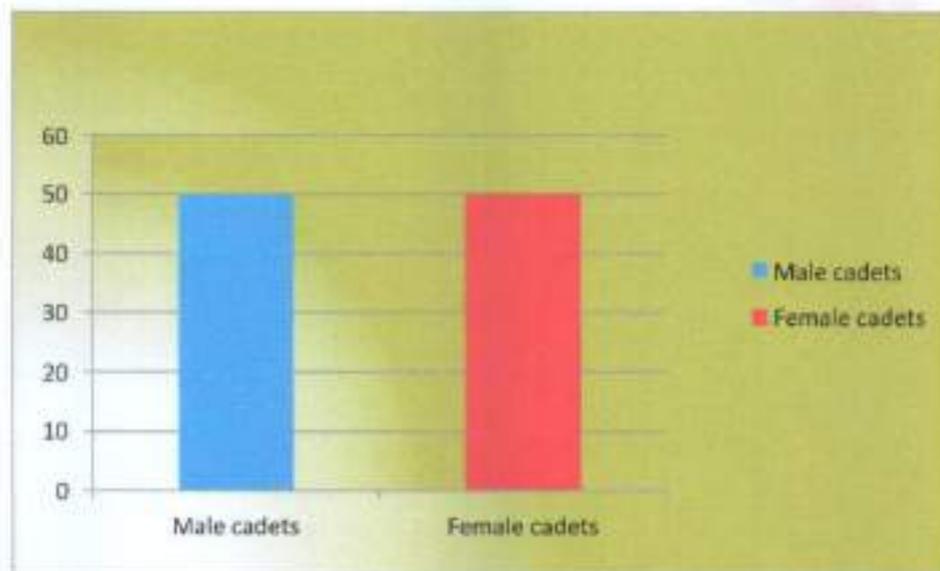


Figure 10 Gender wise details of NCC wing.

NSS wings for Students: NSS wing comprises of both boys unit and girls unit. In both the units 50 numbers of students have enrolled. The students organize World's Environment

Day, Vanamahotsava, International Yoga Day, Kargil Vijay Divas, International Youth Day, World Anti-tobacco Day, Independence Day and Republic Day in the college.

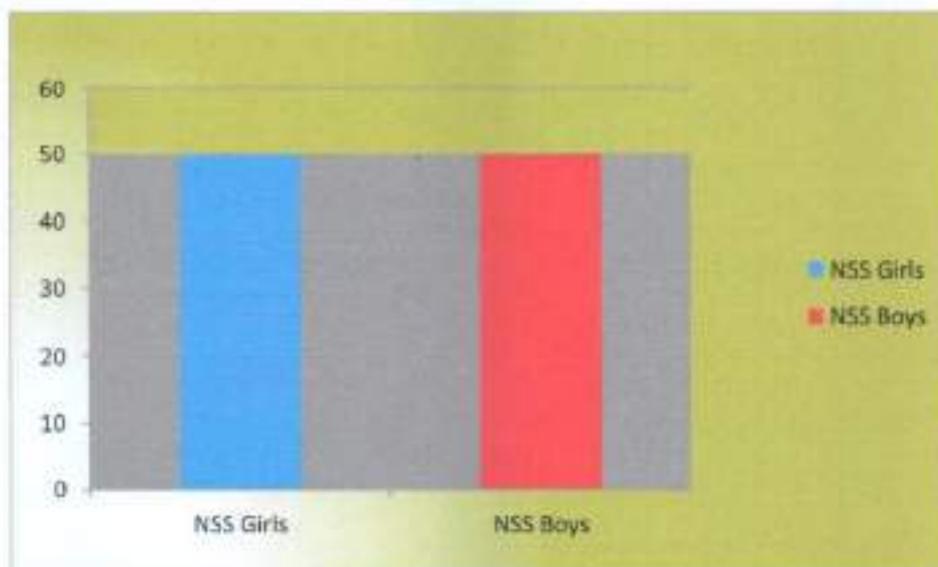


Figure 11 Gender wise details of NSS wing.

Hostel facility: Hostel Facility for Boys and Girls: The College has made provision for lodging facility of boys and girls on the basis of merit so that the deserving is not deprived. The total number of beds in the Ladies hostel is 100.

Gender Awareness and Sensitization Programs:

The audit found some gender sensitization awareness programs were organized including the students, faculty and staff to promote a culture of respect and inclusivity. These are the programs reports for the academic year 2021-22.

Sl No	Name of the event	Date	Activities undertaken	Organising agency	Remark
1	International day of rural women	15/10/22	Slogan competition	WDASHC	

2	International Day for Elimination of Violence against Women	25/11/22	One act play	WDASHC	Mr Srimanta Kumar Jena as a judge
3	Health Awareness programme	24/02/2023	Seminar	WDASHC	Dr Nirakar Parida as a speaker
4	International womens day	11/03/2023	Seminar	WDASHC	Dr. Anjali Kumari Dash as a resource person
5	Three days lecture series on gender awareness	20/04/2023	Seminar	WDASHC	Mr Susanta Kumar Parida as resource person
6	Three days lecture series on gender awareness	21/04/2023	Seminar	WDASHC	Mr Subrat Kumar Rath as aresource person
7	Three days lecture series on gender awareness	27/04/2023	Seminar	WDASHC	Dr Chinmaya Kumar pradhan as resource person

8	Cultural Event	02/12/2022- 07/12/2022	Drawing, Rangoli, Mehandi, Essay, Debate, General knowledge, Extempore Speech etc	Cultural Association	
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Cultural Events:

The cultural events of pattamundai college for the academic year 2021-22 was held from 10.05.2022 to 20.05.22. The association conducted different literary and non-literary activities namely - Drawing, Rangoli, Mehendi, Essay, Debate, General knowledge, song competition, Extempore Speech in which students participated in full spirits. The total participants were 321 and the number of girls was 243. In winner list of different events the girls were 28 whereas the boys were 10.

ANALYSIS AND INTERPRETATION OF DATA:

Analysis of data for total student strength, strength in different Steam, Participation for cultural - athletic events and staff strength.

In this section the details of gender wise data are given. These are the total number of students admitted to this college for the academic year 2021-22, the female and male percentage in total, percentage of female and male in different Steam i.e., in Arts, Science and Commerce. Gender wise participation of Students in the cultural and athletic events and staff details of the college. The graph is also attached here.

Table -1: Gender wise details of total Students.

S l o o n	Academ ic Year	Total	Male	Female	Male Percenta ge	Female Percenta ge
1	2022-23	457	179	278	39%	61%

The table shows year wise 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 as compared to the male students.

Table -2: Gender wise details of total Students in different Stream.

Gender wise Details of Total Students in different Stream					
Name of the Stream	Total	Male	Female	Male Percentage	Female Percenta ge
Arts	254	81	173	31%	68%
Science	78	30	48	38%	61%
Comme rce	125	68	57	54%	45%

The Table shows gender wise classification of male and female strength of students of different programs i.e. , B.A, B.Sc., B.com and total number of admissions to the different programs. It is found that the percentage of female students is much higher as compared to the male counterpart. But in commerce stream the male are little bit higher than the female students.

Table 3 : Gender wise Students participation in different Cultural Events

Gender wise Student Participation in Cultural Programmes				
Total Students	Male	Female	Male Percentage	Female Percentage
321	78	243	24.29%	75.7%

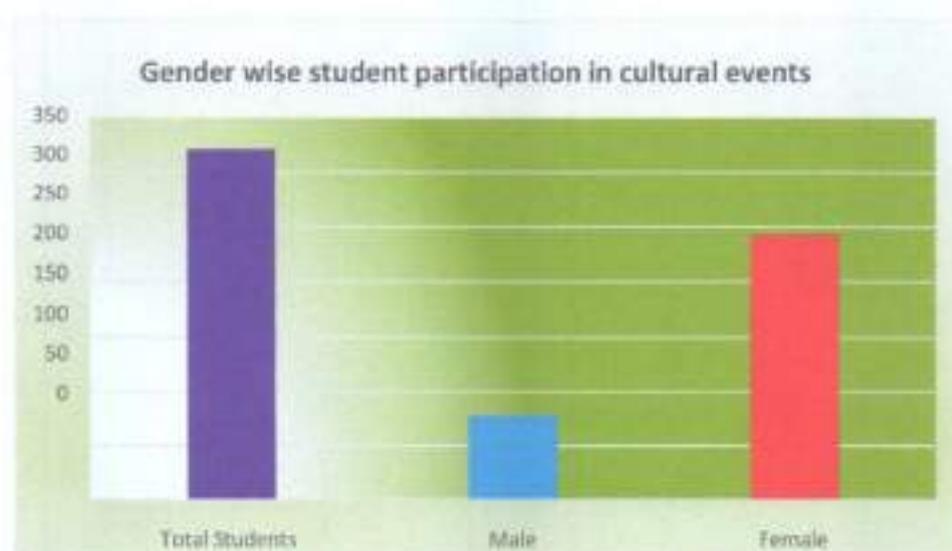


Figure 12 Gender wise Student Participation in Cultural Programmes

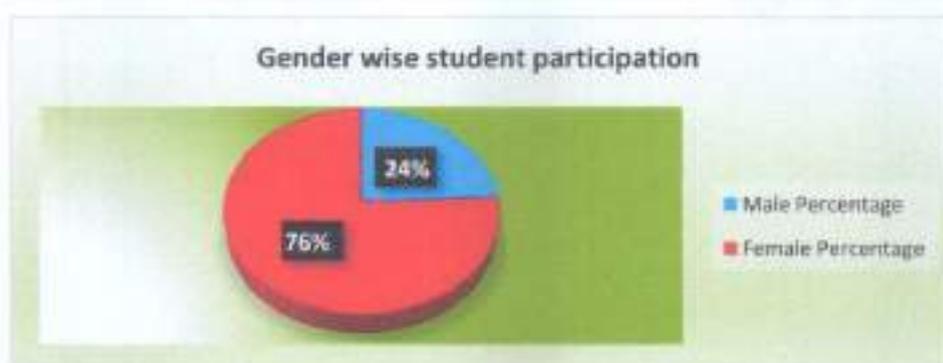


Figure 13 percentage of Gender wise Student Participation in Cultural Programmes.

Table 4 : Gender wise winners list in different Cultural Events.

Gender wise Winners list in Cultural Programs				
Total Students	Male	Female	Male Percentage	Female Percentage
38	10	28	26%	73%

From the table 3 and 4 ,we observed a commendable participation rate of 75% female students. Additionally 73% of winners were also female, showcasing the talent and dedication of our female participants, this positive trend reflects the strong engagement of girls in these activities and highlights the potential for further empowering them to achieve greater success in future events,



Figure 14 Gender wise Winners number in cultural programmes.

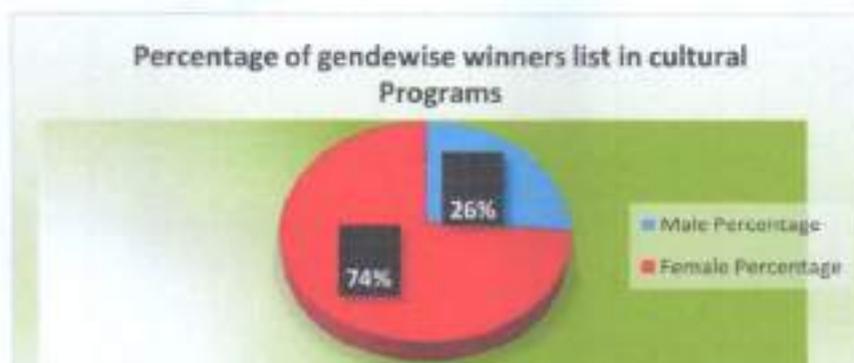


Figure 15 Percentage of Gender wise Winners number in cultural programmes.

Table 5: Gender wise students participation in different athletic events.

Gender wise Student Participation in Athletic Programs				
Total Students	Male	Female	Male Percentage	Female Percentage
1022	490	532	48%	52%

From table 5 it is evident that female participants in athletic events are more than the male students. The athletic program has shown a slightly higher participation rate among female students, with 52% of the total students being female. One of the +3 girl student of our college, Sharmistha Mohapatra make the institution proud by winning gold medal in state level and silver medal in national level 400 metre running competition. This demonstrates a balanced and inclusive approach to athletic activities, reflecting the institution's commitment to gender equity and equal opportunities for all students.

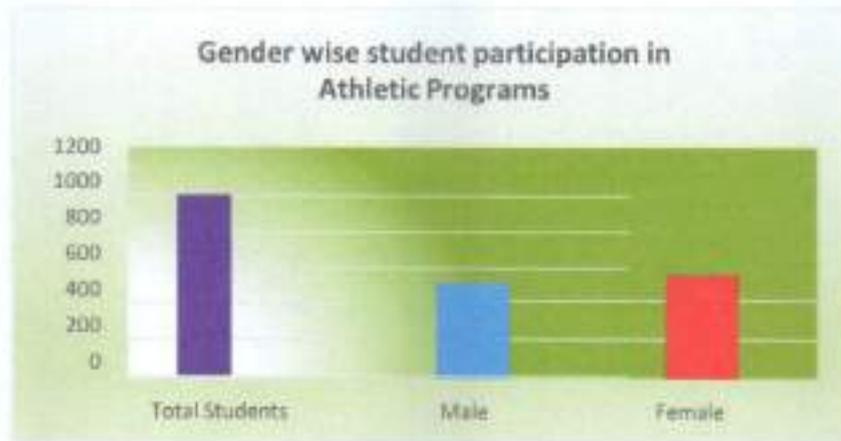


Figure: - 16 Gender wise student participation in athletic events.

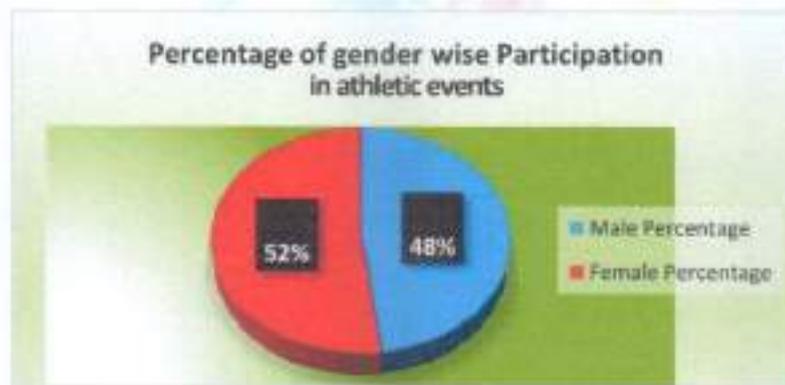


Figure: - 17 Percentage of Gender wise student participation in athletic events.

Data analysis of the questionnaire contain various Gender related questions for girls students only:

The get the detail reality for female facilities available in this college a questionnaire was shared through online mode to the female students only and following are the responses as per the Google form feedback.

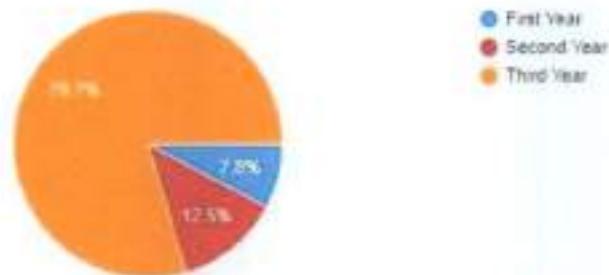
Which Programme are you currently pursuing?

192 responses



Class

192 responses



Department

182 responses



Questionnaire contains various gender-related questions. (For Girls Students only)- 2022-23

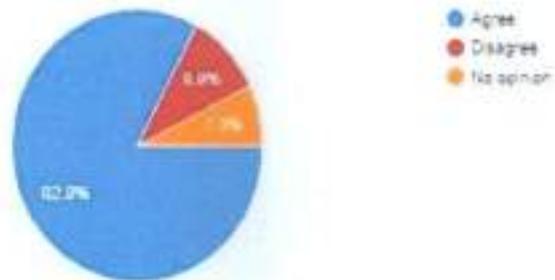
1. Adequate security arrangements have been made in the campus / Hostel and common areas during day and night.

192 responses



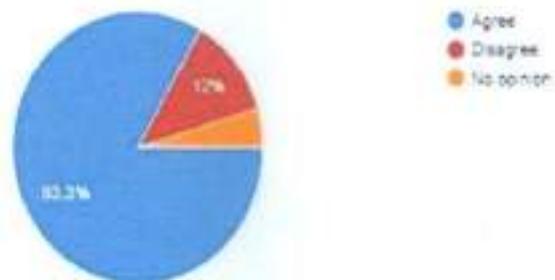
2. A Women Cell is set up in the college and students are aware about the Women Cell.

192 responses



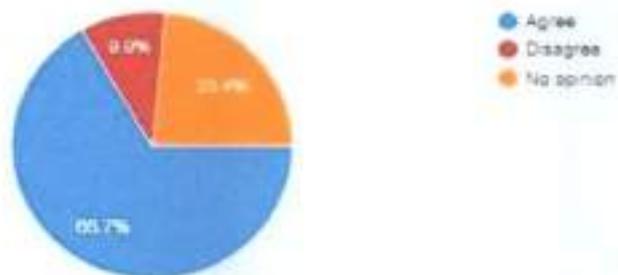
3. There are lady faculties available in the Women Cell.

192 responses



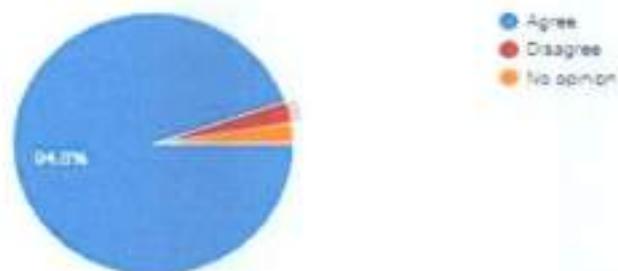
4. A grievance redressal cell has been set up.

192 responses



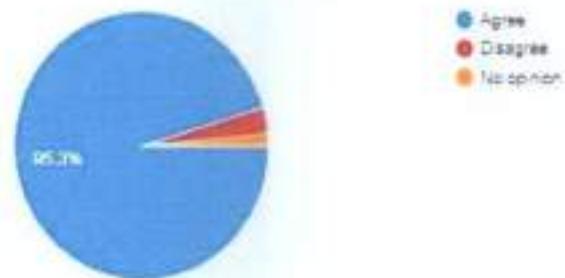
5. The classroom offers equal opportunities to all genders.

192 responses



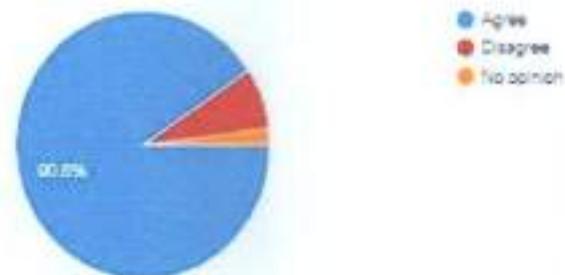
6. The library offers equal opportunities to all genders.

192 responses



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

192 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.

192 responses



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

192 responses



10. Confidentiality is maintained during the inquiry process.

192 responses



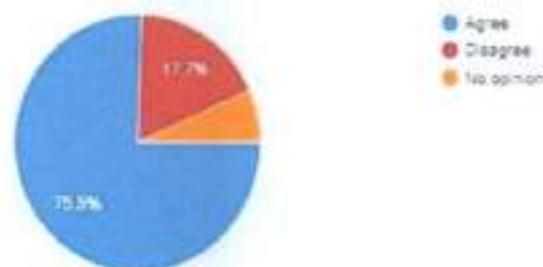
11. Adequate number of toilets are available in the college/ hostel for girls.

192 responses



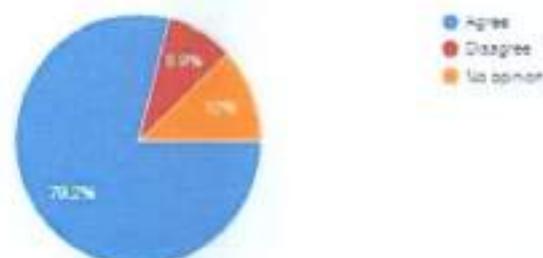
12. Adequate facilities are available inside the toilet keeping in mind the need of the girl students.

192 responses



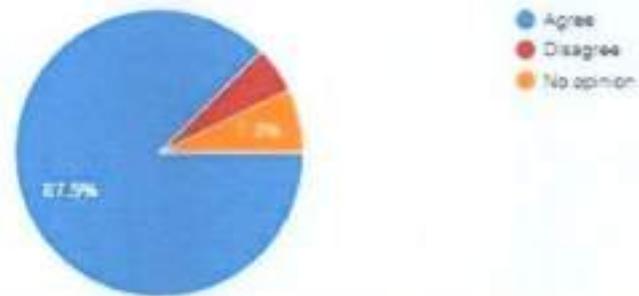
13. Adequate lighting is available inside the Campus/ hostel during night.

192 responses



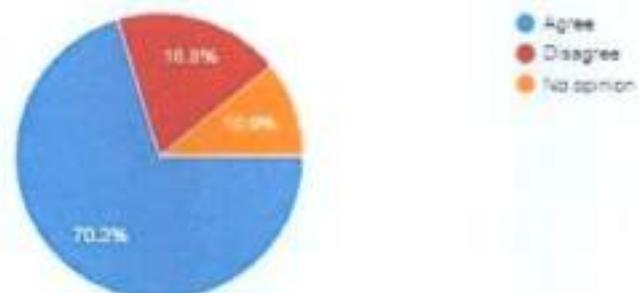
14. Entry and exit timing of the College / hostel are appropriate.

192 responses



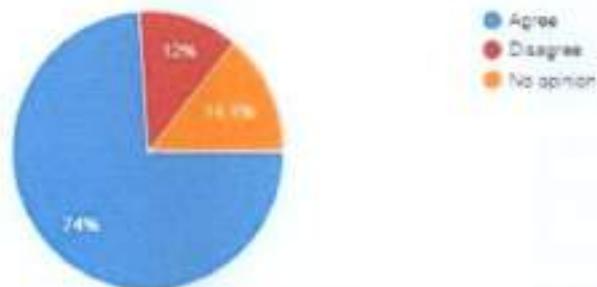
15. Healthcare facilities are available to girl students in the campus.

192 responses



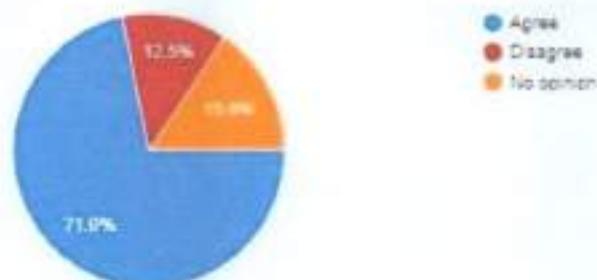
16. Adequate number of security personnel are deployed.

192 responses



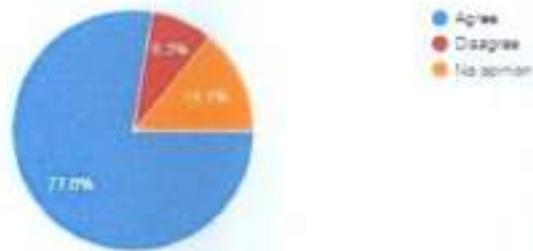
17. Attitude of security personnel is Appropriate.

192 responses



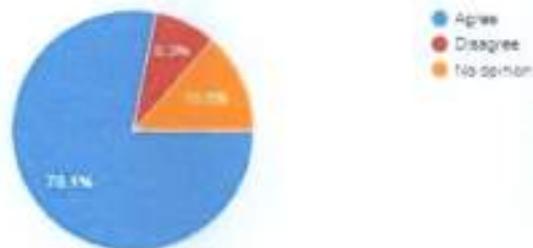
18. Gender sensitization program must be conducted for security personnel deployed at the campus.

192 responses



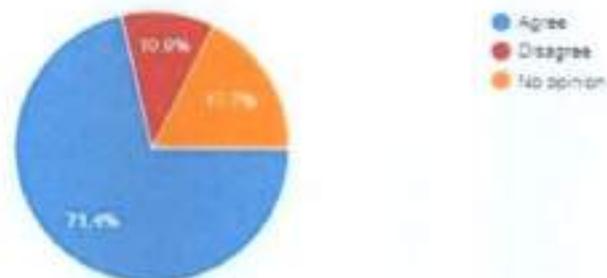
19. Laboratory infrastructure is appropriate for safety of girl students, for example, there is adequate lighting, adequate space provided in the corridors and other areas.

192 responses



20. Attitude of laboratory staff is Appropriate.

192 responses



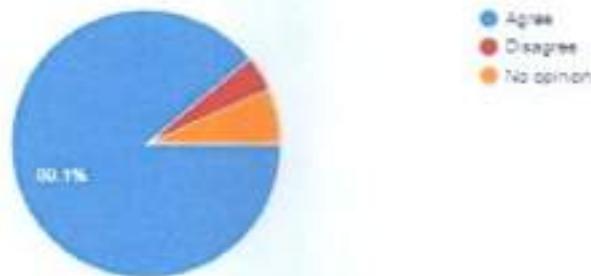
21. There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students.

192 responses



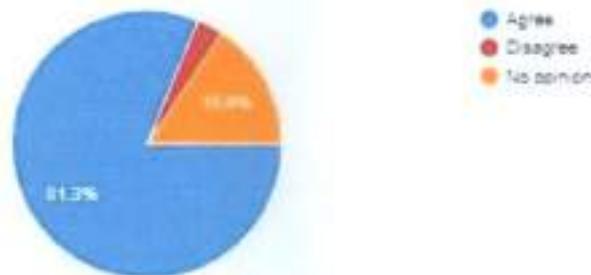
22. Is there any girls NCC Battalion in your college ?

192 responses



23. Timing of the laboratory is appropriate

192 responses



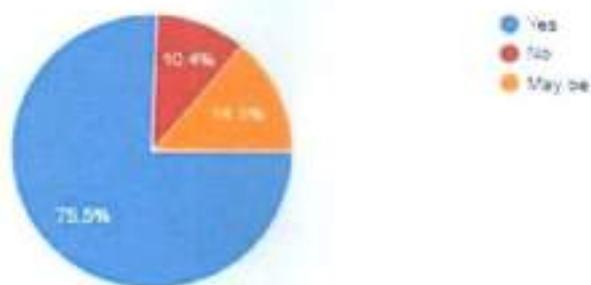
24. There is a separate queue for girls in dining hall, office etc.

192 responses



25. Is there any women health awareness programme conducted by your college ?

192 responses



26. Is there any gender specific events and activities conducted by your college ?

192 responses



Analysis

After analyzing the feedback received form it is found that the college has been working in a coherent manner to bring satisfactory improvement for female students but still there is some problem faced by them like

- Cleanliness problem in girls toilet,
- Non availability of proper medical facilities,
- Need of adequate no. of female laboratory staff .
- Special study room for female students.
- Need of proper female watchmen for girls common room.

Recommendations:

Based on the analysis and interpretation of different data , the following recommendations are proposed:

- Strengthen efforts to achieve gender parity in leadership positions.
- Enhance the curriculum to include more gender-related topics and promote gender equality.
- Implement additional safety measures and awareness programs to address gender-based violence and harassment.
- Increase the availability of gender-neutral restrooms and other gender-responsive facilities.
- Develop and enforce comprehensive gender-inclusive policies.
- Conduct regular gender awareness and sensitization programs for all members of the college community.
- 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
- Organise more sports programmes on a regular basis.
- More awareness program on Legal rights
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students

Conclusion:

The Gender Audit Report 2022-23 highlights the progress made by Pattamundai College, Kendrapara, in promoting gender equality and inclusivity. However, there are areas that require attention and improvement to create a truly gender-responsive institution. By implementing the recommendations provided in this report, the college can pave the way for a more inclusive, safe, and supportive environment for all its members, irrespective of gender. Observing the gender equality, girls are provided with numerous facilities and special care. Many functional units like Women's Cell, Internal Complaint Cell, Anti-Ragging Cell, Grievances Redressal Cell etc. work round the clock to ensure a balanced gender distribution in college.



Gallery:



Administrative Building Gate



Meeting of Women Development and Anti-Sexual Harassment Cell



Independence Day celebration by NCC girls wing.





Observation of international Day for elimination of violence against women.



One Act Play performance by girl students



Awareness meeting on adolescent health.



Three days lecture series on gender awareness.



Observation of International Women's Day.



Prize distribution on 52nd Athletic meets.



Blood donation camp



Self defense training program

Gender Audit Committee:

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Nibedita Pradhan
25-09-2023

Dr S.K.Pradhan, Coordinator of IQAC

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