



SALIPUR AUTONOMOUS COLLEGE, SALIPUR District. Cuttack, Odisha-754 202

GENDER AUDIT REPORT-2018-19

ABOUT THE COLLEGE:

Salipur College Salipur is a Odisha State Government Aided Educational Institution established and affiliated **on 9th July, 1964**. It is one of the oldest Educational Institution who is addressing the need of Rural Odisha. **The Institution was elevated to Autonomous Status on 19th June 2014** after functioning as a top constituent college of the Utkal University, Vani Vihar for about 50 years. The College is located at a distance of 25 Kms to the north-east of District Headquarter, Cuttack, on the Cuttack-Kendrapara State Highway. Salipur Autonomous College stands elegantly on the bank of Pristine Chitrotpala, a distributaries of river Mahanadi. There has been a steady growth of its student's strength from 83 in 1964-65 to about 3500 in 2019-20. The members of the academic staff have increased from 7 to 83 teachers. The present strength of non teaching and supporting staff is 50. The College has thus carved out a niche for itself in the map of premier educational institutions of higher learning in Odisha. It is now a full fledged Autonomous College with an enviable record of students, commendable success at various levels of examinations and competitions. The College gains momentum in academic excellence by inculcating a unique sense of discipline, punctuality, unity, honesty, accountability and best practices.

Members of NAAC Peer Team visited the College for the first time on 30th November & 1st December, 2005 for accreditation and the College has been accredited B + +. Similarly, Members of NAAC Peer Team visited the College for the Second Cycle on 28th, 29th and 30th October 2014 for accreditation for the second time. The biggest asset of College is its team of dedicated teaching and non teaching staff whose continuous and sincere efforts have helped the College to pass through 56 years in materialising the goals and objectives and give a new direction.

With conferment of Autonomous status to the College and NAAC accreditation from the 2014-15 academic session, the College aims to create ever expanding opportunities for higher education and research in newly emerging areas for the development of entire society, particularly the economically and educationally backward people of the area. With the opening of Post Graduate Courses in MSW, MFC, and M.A. in Odia, the College has upgraded its status to a Post- Graduate institution. Recently, the College has been declared eligible to receive the Star Status Assistance from Department of Biotechnology (DBT), Ministry of Science & Technology, Govt. Of India.

Gender

Understandings of gender continually evolve. In the course of a person's life, the interests, activities, clothing and professions that are considered the domain of one gender or another evolve in ways both small and large. This has perhaps never been more true than it is now. The data show that today's young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations and institutions

- Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.

Concept of Gender Audit

- A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.
- Gender audits allow organisations 'to set their own houses in order, and change aspects of the organisational culture which discriminate against all genders & beneficiaries.
- As a method for gender mainstreaming, gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organisational performance and its management on gender equality within the organisation.
- Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations

AUDIT PARTICIPANTS

On behalf of Institute:

1. Prof. Prakashini Roy, Chemistry
2. Dr Geeta Rath, Botany
3. Dr Sangita Mishra, Mathematics
4. Prof J.Rath, Sanskrit
5. Prof. S.L. Mohanty, Home Sc.
6. Dr. Swati Panda, Zoology
7. Mrs Kalika Acharya, Sociology

To do the Gender Audit:

- In gender Audit it is a necessary to find out whether internal practices and policies of the system are working for gender mainstreaming and effective for Gender Equality
- To monitor and access the progress of reducing gender discrimination in the institution
- Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality
- Suggesting new strategies and policies for Gender balance

It is a participatory tool and process base on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution.

In our institution we have conducted Gender Audit to identify the policies of institute are safer for all genders. The audit process involves collection of data, analysing policies, programmes and data to access the extent of Gender Equality and balance.

Need of Gender Audit

In the globalize world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, female but also transgender are also involving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for participating all genders in all activities of the world. All depravities persons must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

➤ Sex ratio World Population:

The sex ratio – the share of the population that is female – varies across the world. And globally in 2017 the share of women in the world was 49.6%.

➤ Sex ratio of Indian Population:

In the Population Census of 2011 it was revealed that the population ratio of India 2011 is 943

females per 1000 of males. The Sex Ratio 2011 shows an upward trend from the census 2001 data. Census 2001 revealed that there were 933 females to that of 1000 males.

Sex ratio of Odisha Population:

Sex Ratio in Odisha is 979 i.e. for each 1000 male, which is above the national average of 940 as per census 2011. In 2001, the sex ratio of female was 972 per 1000 males in Odisha.

Sex ratio of Salipur Population: According to the Census of India, 2011, Salipur had a population of 143416. Males constitute 72741 of the population and females 70675 .

Present Scenario about Gender in India :

India ranks 132 out of 187 countries on the gender inequality index – lower than Pakistan (123), according to the United Nations Development Program's Human Development Report 2013. The report said all countries in South Asia, with the exception of Afghanistan, were a better place for women than India, with Sri Lanka

(75) topping them all. Nepal ranked 102nd and Bangladesh 111th. Gender inequality is especially tragic not only because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of future generations. Indian families often prefer boys to girls, and female feticide is tragically common. Only 29% of Indian women above the age of 15 in 2011 were a part of the country's labor force, compared to 80.7% men. In Parliament, only 10.9% of lawmakers are women, while in Pakistan 21.1% are women. In United States which ranks 42nd on the list, 57.5% women and 70.1% men are a part of the labor force. China fared even better, landing 35th. Only 26.6% women above 25 years received a secondary education in 2010, compared to 50.4% of men. Pakistan scored even lower, with 18.3% of women having received secondary education compared to 43.1% of men. In the U.S., 94.7% women have received a secondary education – a figure slightly higher than for men (94.3%). In China, this figure was 54.8% for women and 70.4% for men. In India, 200 women died for every 100,000 childbirths, says the report. In China, the number was considerably lower (37 deaths) and in the U.S. even lower than that (21.)

➤ **Present Scenario of women in India :**

Although women form nearly half of the human capital, they are still the most deprived and neglected segments of the society despite the constitutional guarantee, and for equal rights and

privileges for men and women. Women constitute to be the victims of a process of economic, social, cultural and political marginalization. While a large part of the world countries look at women's issues in terms of paternalism and well-being, the concept of women empowerment in the social, political, and economic order as a pre-requisite of human development is hardly given the priority that it deserves.

Objectives of Gender Audit

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- 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

Gender Sensitive Features of the College

Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to both girls and boys, gender equality is kept upright in the college.

Facilities for Students:

Salipur Autonomous College, Salipur, Dist Cuttack is a Arts, Science and Commerce College, is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

- I. **Separate Entrance:** The separate entrance avoids chaotic situation. It is one of the safety measurements for students and to maintain discipline.
- II. **Parking Facilities:** A well observed parking of two-wheelers as well as four wheelers for girls, boys and staff is one of the disciplines in this college.
- III. **Study Room:** A study room that caters well to the needs of all students as well as the staff.

- IV. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library .It marks a discipline.
- V. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.
- VI. **Washroom Facility:** At four different places girls and boys washrooms are situated in the college with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.
- VII. **Drinking Water:** Three water coolers and water purifiers are placed for students and staff at convenient places.
- VIII. **Ramp:** Keeping in mind the needs of physically handicapped students, ramps have been provided in both buildings to ease accessibility.
- IX. **Suggestion Box:** Suggestion boxes have been provided to inculcate student feedback in college management in both buildings.
- X. **Waste Management:** Keeping in mind the need to manage waste efficiently, vermin composting units that facilitate solid waste management have been provided. Also, student awareness about the same is looked after.
- XI. **CCTV:** CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading rooms, ground and office and exam department.
- XII. **Notice Boards:** Notice boards are available on every floor as well as for every department. This is supplemented with electronic notice board at the main entrance that displays important notices applicable to all students.

- XIII. **SMS Alert System:** An SMS Alert System for information dissemination about important dates and notices among the students and the staff is managed.
- XIV. **Unique ID Number:** Unique ID Number is provided to all the students with colour coding according to the faculty of the student. Identity card for staff is also provided.
- XV. **Central Library:** The library has a wide range of text books/ reference books/ e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also national and international journal, books for competitive exam and free internet facility for students. Reading festivals and book exhibitions are arranged under the initiative of the library. In the year 2018-19 book exhibition on gender sensitization was organized by the library.
- XVI. **Sports facilities:** College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and weight lifting. Outdoor games are Kabbadi, athletics, handball, volleyball, canoeing, netball, baseball and softball.
- XVII. **Yoga:** Yoga training is given to students and teachers every year.

2. Features and Initiative of College for Gender Sensitisation

I. Gender Balance in Enrolment at Graduation and Post- graduation Level:

Salipur Autonomous College is located in heart of Salipur and a distance of 25 kms from silver city Cuttack. It is reputed for co-education and discipline. Students' strength is increasing continuously. Basically girl student strength is more than boys.

In the following table gender proportion of students is given.

Table No. 1.

Faculty Wise Gender Distribution in Enrolment at Graduation Level

Year	Faculty	Male (%)	Female (%)	Total (%)
2017-18	B.A.	38.67	62.33	100
	B.Com.	58.9	41.1	100
	B.Sc.	55.5	44.5	100

Grand Total		42.67)	57.33	100
2018-19	B.A.	49.20	50.80	100
	B. Com.	39.03	60.97	100
	B.Sc.	34.90	65.10	100
Grand Total		42.29	57.71	100

I. Health Camp for Students:

Every year health camp is organised for students. It has been carried out in collaboration with Salipur Government Hospital. Almost all students have been checked for blood group, haemoglobin and blood pressure. A free check-up camp has been organised by our college and doctors of various specializations were invited for consultation. In the year 2017-18, 2472 students were benefited by free-check up camp. Among them, 1013 (40.98) were boys and 1459 (59.02%) were girls. In the year 2018-19, 2450 students were benefited by free-check up camp. Among them, 1004 (40.98%) were boys and 1446 (59.02) were girls.

II. Medical assistance to students and staff.

A general insurance policy is available for students at very low premium Rs.154. Every student is insured for accident and his or her family is insured for health for Rs. 1,00,000. The institute MVP has tie up with Heath India Insurance. This health insurance facility is also available for staff. It covers the family of staff with their parents.

III. Anti- Ragging and Discipline Committee:

As the college forms a constituent part of Utkal University, some of its responsibilities are shared and covered by joint arrangements. The college displayed its regulations on flex board in the college campus. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti- Ragging and Discipline Committee.

Every year college forms Discipline Committee for maintaining Discipline in the campus. The college publishes its rules and regulations in prospectus. Ragging is a criminal offence. Government and UGC has notified regulation for higher education institutes in order to prohibit, prevent and eliminate the ragging. The college has anti-ragging committee, especially

to look after the ragging issues. The committee has male and female members and the principal of the college is the chairperson of the committee. Every student has to fill the details in anti-ragging form during the time of admission. No issue has been reported in the college till date.

IV. Vishakha Committee and Anti Sexual Harassment Cell:

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The college has established a Anti Sexual Harassment Cell as per the guidelines of the Act. No issue has been reported till date.

Board of Students' Development:

The vision of the Salipur Autonomous College, Salipur is student centric. The Board of Students' Development (BSD) truly represents this vision that is multidimensional as well as multi-faceted. This vision sees the youth as a source of strength, where their energy is harnessed to nation building and socially relevant activities to build an egalitarian society. The BSD looks after the protection of rights and supervises the development activities of the students of affiliated colleges. BSD promotes and coordinates the different students' activities for better corporate life. BSD tries to nurture students' mental, physical and cultural growth with various activities to improve their overall personality development and to make them civilised Indian citizens to compete in the globalised world. It provides grants for different activities to affiliated colleges to organise workshop, seminars and scheme like 'Karmaveer Madhusudan- Earn and Learn Scheme'

Salipur Autonomous College, Salipur runs different activities under BSD. These are Earn and Learn Scheme, *Nirbhay Kanya Abhiyan*, Girl Student Personality Development Programme and Disaster Management Workshop.

- **Vidyarthini Manch:**

Vidyarthini Manch is a part of girl student welfare programme of BSD. It is the part of Salipur Autonomous College, Salipur student welfare programme. It creates awareness among girl student about social, political, economic, environmental, and health issues. It tries to make themselves confident and guide to achieve their goals. It aims to empower them so that they will be successful in the competitive world. It also organises *Nirbhay Kanya Abhiyan* For making girls fearless and confident.

- **Earn and Learn Scheme:**

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis.

Board for Student Development organises different seminars, guest lectures, disaster management workshop, expert advice on different issues related to personality development, women health and laws every year. Female students have actively participated in the programmes in successful two years. In the year 2017- 18 and 2018-19 following activities have been organised by BSD

V. Career Guidance, Training and Placement Cell:

Even though ours’ is a traditional college, students’ career needs are looked by training and placement cell. Students are equipped with those skills which are necessary for them to be competent in global market. For this purpose different career guidance activities are organized by our mother institutes MVP and college. Various companies visit college on a regular basis. Dates are informed to students in advance and they are successfully recruited by various firms.

VI. Academic Research Centre (ARC):

According to the guidelines of Savitribai Phule Pune University, Pune, ARC is formed by the college to develop the research aptitude among staff and students. This centre is always trying to motivate the students for research activities like *Avishkar*. Students are participating at different level like College, District, Zonal and University.

VII. Skill Development Programme:

The college established Soft Skills Development Cell in accordance with the scheme of Savitribai Phule Pune University, Pune in 2007. Every year soft skill development programme has been conducted in the college for third year graduation students of all streams. Lectures training and interactive sessions on problem solving skills, Time Management, Inter-personal Skills and Communication Skills are arranged for students. Experts are invited for training.

Cyber-Security Awareness has also been created among the students because most of the students are using internet and social sites. Cybercrimes are increasing nowadays. So SPPU has introduced a Cyber Security Awareness Programme for post-graduation level students compulsorily.

VIII. National Cadet Corps Unit for Girls:

The college has NCC unit only for girls. The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio Campaign. Some adventurous activities are also organized by NCC Battalion of the college, like Mini Treks- Cycle Expedition, Water Activities, Rope Climbing, Rock Climbing in order to develop team spirit and confidence among the cadets. ANO. Ms. Nathe is a trained officer of this unit. The total strength of girls cadet is 50.

IX. National Service Scheme (NSS) for Girls:

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create

social awareness and personality development of students through community services. The national social service unit of the college is having 250 volunteers. Every year many outreach and extension programmes are organised for the community development. This unit has undertaken.

X-Central Library:

The library has a wide range of text books/ reference books/ e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also national and international journal, books for competitive exam and free internet facility for students. Reading festivals and book exhibitions are arranged under the initiative of the library. In the year 2018-19 book exhibition on gender sensitization was organized by the library. All three genders related books and writers' books were displayed in exhibition.

Total 6107 books was Circulated to students during the year 2018-19 by the library.

4. Findings:

- ❖ Students' strength is increasing and particularly girl strength is increasing continuously in both UG and PG programmes.
- ❖ Students of backward classes enjoy a major share in admission.
- ❖ Success rate of girl student is higher than boys.
- ❖ Total 40.98% boys and 59.02% girls are benefited by health check-up camp. Total 42.08% male and 57.92 female are participated in BSD activities.
- ❖ Special awareness programmes are organized for girls by women cell and *vidyarthini manch*.
- ❖ Males are more benefited than girls in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among girls about their career and self-sufficient.
- ❖ Female participation is more than male in programmes of Academic Research Committee. It is necessary to create awareness among boys about importance of research.
- ❖ NCC Unit is only for female. They are participating in different activities enthusiastically.
- ❖ Male participation is greater than female in NSS activities. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.
- ❖ Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.
- ❖ Female participation in co-curricular activities is greater than male. It is necessary for overall personality development.
- ❖ Females are taking more benefits of library than male.
- ❖ In the year 2018-19 book exhibition on gender sensitization was organized by the library.

Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society.

Sd/-
MEMBERS

Sd/-
CO-ORDINATOR
Gender Audit Committee

The 3rd May 2019

Sd/-
CO-ORDINATOR
IQAC

Sd/-
PRINCIPAL CUM CHAIRPERSON
IQAC, Salipur Autonomous College