



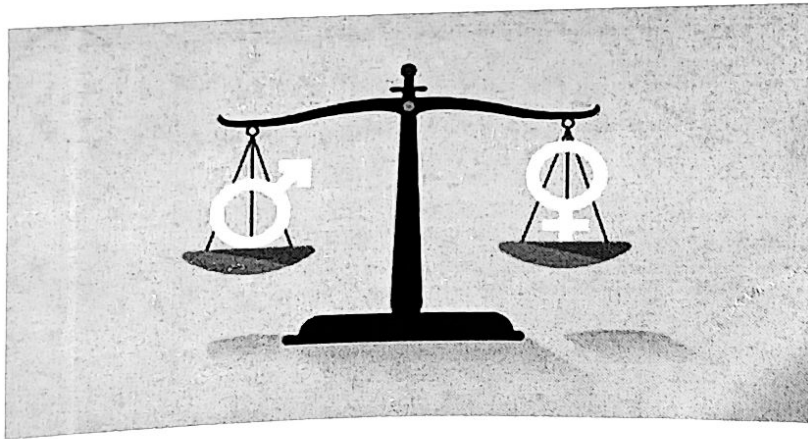
OFFICE OF THE PRINCIPAL

GOVERNMENT AUTONOMOUS COLLEGE, ANGUL, ODISHA-759143

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GENDER AUDIT REPORT



GOVERNMENT AUTONOMOUS COLLEGE, ANGUL

A PLEDGE

-We the faculty members and students of Govt. Auto college, Angul do here by take the oath to maintain gender equality and stand up for the rights, dignity and honour of all gender groups in the campus and promote a gender sensitive ecosystem where all of us will gear concerted efforts to generate a feeling for each other's need and provide space to one another across gender in the daily activities of the campus. We pledge to create a discrimination free campus where in all gender groups will be ensured with justice and will get equal opportunities to enjoy their rights, to discharge their responsibilities

GENDER AUDIT

GOVERNMENT AUTONOMOUS COLLEGE ANGUL

Govt. Autonomous College Angul initiates a gender audit to assess the plans, policies, budget and practices for gender mainstream. Through this audit it wishes to establish a baseline documentation of gender segregated data on every section of this system to maintain gender balance in the college campus. A team was constituted to carry out the audit with the following officers as members. The members were advised to seek the help of Department of Sociology for formulation of the objectives and methodology.

1. Ms. Sugyani Rath, Commerce
2. Ms. Sushree P. P. Pany, Chemistry
3. Ms. Madhusmita Pattanayak, Commerce
4. Mr. SamitPradhan, Computer Science
5. Mr. Papum Mirdha, Chemistry

Objectives:

- To maintain a gender segregated database of students and staff of the college
- To identify the gender gaps and challenges
- To know the gender equality and equity of all genders
- To eliminate gender discrimination in any form including sexual harassment in the college campus

Methodology:

- Constitution of Gender Audit committee of this HEI
- Data Collection.
- Data Analysis.
- Report preparation

Gender wise student composition

Government Autonomous College, Angul has evidenced in the current composition of students enrolled at the college. Among the total of 3344 students currently enrolled at the college, 58.63 percent of are female students while the rest i.e., 41.37 percent are male students.

Table1: Genderwise Details of Students in the College

Sr.No	Year	Total	Male	Female	%M	%F
1	2019-20	932	421	511	45.17	54.82
2	2020-21	904	451	453	49.88	50.11
3	2021-22	899	458	441	50.94	49.05
4	2022-23	957	444	513	46.39	53.60
5	2023-24	1164	481	683	41.32	58.67
6	2024-25	1223	455	768	37.20	62.79

It is clear from figure that during 2021-22 due to Covid-19 Pandemic the percentage of female students is slightly lower than that of males but the total number of female enrollment has seen an upward trend in the last three years.

A further session-wise breakdown also indicates the greater number of female students as compared to male students. The academic session 2024-25 has one of the highest female student intakes (62.79%) in the recent years. This is the result of the commitment and dedicated work of the government, college officials and faculty towards female education and gender empowerment.

Gender wise Staff composition

The number of women within the teaching and non-teaching staff is steadily increasing in this HEI. In the present year there are 39 female staff members as compared 85 male staff members. There has been a significant growth in the number of female staff in the college during the period understudy.

In terms of percentage, the female staff members constitute 31.45% of the total number

whereas the male staff constitute 68.54% of the total staff. The percentage of female and male staff in 2019 was 26.78% and 73.21% respectively. It is evident that over the period from 2019 to 2024, the percentage of female has increased by 4.67% whereas the percentage of male staff has decreased by 4.67%.

Gender wise Details of Staff position (Both teaching and Non-teaching)

Table-2

Sr.No	Year	Total	Male	Female	%M	%F
1	2019-20	112	82	30	73.21	26.78
2	2020-21	83	55	28	66.26	33.73
3	2021-22	87	59	28	67.81	32.18
4	2022-23	111	78	33	70.27	29.72
5	2023-24	131	91	40	69.46	30.53
6	2024-25	124	85	39	68.54	31.45

Accommodation provided in Hostels

Table-3

Sr.No	Year	Total	Male	Female	%M	%F
1	2019-20	320	180	140	56.25	43.75
2	2020-21	357	180	177	50.42	49.57
3	2021-22	340	190	150	55.88	44.11
4	2022-23	351	185	166	52.70	47.29
5	2023-24	408	183	225	44.85	55.14
6	2024-25	406	183	223	45.07	54.92

During the first four years under survey, the two Gents' hostels accommodated more male boarders than the two ladies hostels could. However, during the year 2023-24 a new hostel

to accommodate female students was opened. This was why more female students could be provided accommodation on campus. From 43.75% in 2019-20, the number increased to 54.92% in 2024-25

ACADEMIC ACHIEVEMENTS OF STUDENTS GENDER WISE

In the previous year we have witnessed the academic growth and excellence achieved by the female students of the college. The academic performance of female students reflects College's goal for gender equality. In the recent list of college gold-medallists' female students have outnumbered male students.

Table- 4

Sr.No	Year	Total	Male	Female	%M	%F
1	2019	22	06	16	27.27	72.72
2	2020	22	06	16	27.27	72.72
3	2021	22	06	16	27.27	72.72
4	2022	22	06	16	27.27	72.72
5	2023	22	08	14	36.36	63.63
6	2024	32	08	24	25.00	75.00

During the first four years under survey, i.e., from 2019 to 2022

- Out of the 22 departmental toppers 16 were females. Only 06 topper positions were bagged by males. The percentage of successful females was 72.72%.
- In the year 2023, the number fell slightly as this year out of the 22 departments the females bagged 14 topper positions.
- In the year 2024, the female students bagged 24 out of 32 topper positions, thereby securing a 75% of positions.

Administrative position held by women

Some of the key administrative positions of Government Autonomous, college, Angul are held by women. Women are also members of some of the important administrative, reach-out, cultural, and other co-curricular committees. Dr. Saswati Subhadarshini holds the position of Secretary, Residential Committee and thus supervises the functioning of all 06 hostels (03 male+ 03 female). The NSS, YRC and Self Defense are headed by 3 female faculties.

In addition to this, women hold some of the important administrative positions in the college, which are as follows:

- Head of Department, Commerce
- Head of Department, English
- Head of Department, Education
- Head of Department, Mathematics
- Head of Department, Philosophy
- Head of Department, Political Science
- Head of Department, Sociology

Internal Complaints Committee and Sexual Harassment Cell

Government Autonomous College, Angul is committed for creating a healthy working environment that enables everyone to work without fear of prejudice, gender bias, and in a harassment free environment. The college also believes that all employees and students have the right to be treated with dignity. Govt. (auto) college, Angul is committed for zero tolerance policy towards sexual harassment at workplace. This institution imbibed a gender-neutral policy and philosophy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with UGC (Prevention Prohibition of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

Internal Complaints Committee, previously known as Women's Grievance Redressal Cell, has been working with the objective of redressing the grievances of the women teaching and non-teaching staff and students. The committee has been dealing with the cases complaints of sexual harassment and any other type of harassment of the women students, teaching and non-teaching staff in the college. The committee has been considering all the individual complaints and taking suitable action in accordance with the UGC guidelines. Several gender sensitization programs such as meeting, seminars, workshops, and rallies are being organised on a regular basis in the college. Days of national and international importance related to gender issues are also celebrated in the college. International Women's Day is celebrated by NSS and NCC. To prevent any mishap the entire college campus is secured by CCTV. There are 138 cameras installed in various places of corridors and college premises. Besides, the hostel premises are also under the watchful eyes of CCTV cameras.

In compliance with the College Grants Commission's (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and Students in HEIs) Regulation 2015 directive the college has an Internal Complaint committee in place to deal with issues of sexual harassment and provide a safe and healthy working environment for all female members of the college. The committee comprises four members.

Gender sensitive toilets, common rooms etc.

Table-5

Sr.No	Year	Total	Male	Female	Staff	%M	%F
1	2019-20	16	5	6	5	31.25	37.50
2	2020-21	16	5	6	5	31.25	37.50
3	2021-22	16	5	6	5	31.25	37.50
4	2022-23	16	5	6	5	31.25	37.50
5	2023-24	23	8	9	6	34.78	39.13
6	2024-25	23	8	9	6	34.78	39.13

The above data clearly establishes that there are more toilets for female students than toilets for male students. While during the period from 2019-20 to 2022-23, there were 6 multi-user toilets for females in comparison to 5 multi-user toilets for males, the number increased to 8 and 9 respectively in 2023-24 and 2024-25.

Safety measures taken by institution

Govt Autonomous College, Angul has taken effective measures for the safety and security of all genders.

- This institution has an active, unbiased and confidential Grievance Redressal Cell
- There is no discrimination on the basis of gender.
- This college focuses to develop and enhance the self-confidence and self-esteem of girl-students, women faculty and staff in the college.
- Personality development programs have been carried out by Career Counseling cell to maintain gender equality
- To protect girl students from eve teasing and other issues posters have been exhibited at

strategic places in and around the college including hostel premises.

- Special classes like Ethics and Values have been added in the course curriculum to spread gender awareness not only in college but also in their community also.
- To create social awareness about the problems of women and gender discrimination in particular an Internal Complaint Committee has been formed.

Gender sensitization initiatives

Sensitization initiatives have been created by forming various committees like Anti-Ragging Committee, Internal Complaints Committee and Sexual Harassment Prevention Committee. At the same time this college is providing an adequate facility to girls and gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students:

1. **Entrance Gate:** As a safety measure during busy hours, a lady constable has been posted by district Administration. The college has an internal squad team whose members are always vigilant for every student's security.
2. **Study Room:** Special care has been taken for both the genders to study Independently in the library
3. **Ladies and Boys Common Room:** There is an adequate space in the Ladies Common Room. Washroom provision has also been made for girls in the Ladies Common Room. Likewise there is also one Boys Common Room. The best part is the Ladies Common Room situated on the 1st floor whereas the Boys Common Room is situated in Ground floor.
4. **Washroom:** Total 09 multi-user washrooms are provided to girls and 08 multi-user washrooms for boys which are situated at different places in the college with adequate water supply and proper maintenance.
5. **Drinking Water:** Water coolers and water purifiers have been provided to boys and girls in the College campus.
6. **Canteen:** There is a separate section in the canteen for girls so that they can comfortably enjoy their own food.
7. **Anti-Ragging Committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. Students during their enrollment time have to fill up one anti ragging form and take the pledge not to be a part of such type of activities. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 5 members. The

- Principal of the College is the Chairperson of the Anti-Ragging Committee.
8. **Discipline squad Committee:** The College has formed a Discipline squad Committee. All the staff including teaching and non-teaching members is a part of this committee. The students in distress owing to Discipline related incidents can reach the committee for redressal of their grievances.
 9. **NSS for Girls:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

Summary and Conclusion

Progress towards Gender Equity

The college constantly endeavors to work for the benefit of female staff and students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner with self- respect. Gender Audit Team reviewed and analyzed the overall environment of Govt. Autonomous college Angul and found that this college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical development. In this institution equity has been provided to girls and women with a choice of activities and programmes that meet their needs, interests and experiences. The college always concentrates on students' academic performance along with their overall personality development. Keeping gender equality in mind, the girls are provided with various facilities like NCC, NSS, Rovers and Rangers unit for boys and girls where they meticulously develop their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. These units focus on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual abuse and Safety of Girls Students', 'Health and Hygiene,' 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal), etc.

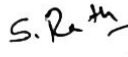




Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in sports and other activities has brought name and fame to them as well as the College. We find that student's strength particularly girls' strength is increasing in both in UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl-students is more as compared to boys. They are taking interest in all co-curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value setup.

Recommendations:

In the coming years, we aim to-

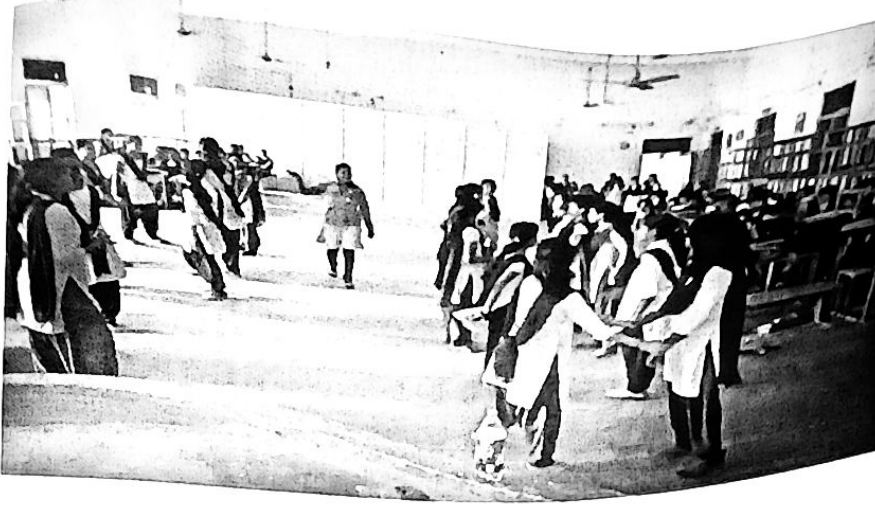
- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sporting event of their own choice.
- Organize awareness programmes on Legal Rights of Women.

Members of the Gender Audit Team.

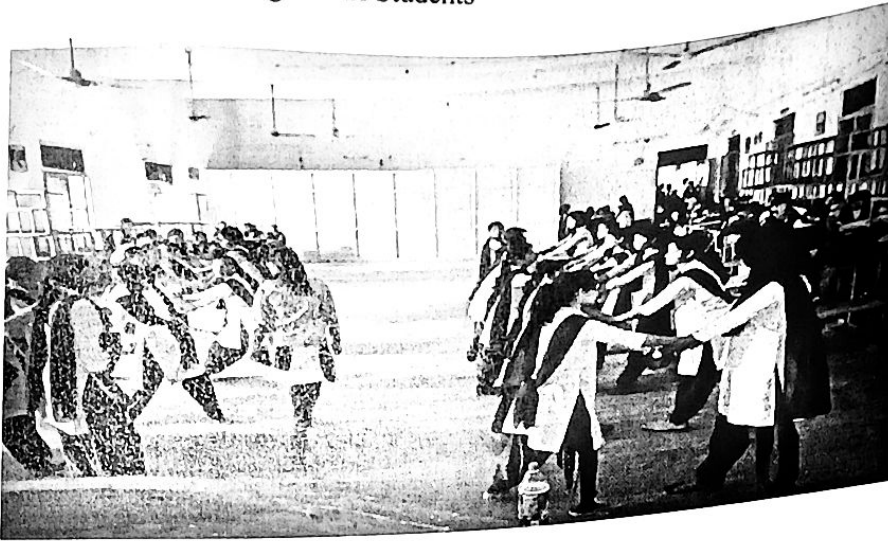
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20/12/24
PRINCIPAL

Principal
Govt. Auto. College, Angul



Self-Defence Training to Girl Students



Self-Defence Training to Girl Students



Boys and Girls Students in Class