



Office of the Principal
PRANANATH COLLEGE (AUTONOMOUS)
KHORDHA-752057(ODISHA)
NAAC Accredited 'A' Level

Gender Policy

Prananath College(Autonomous), has it's gender policy. The total number of girls in our college is about 3000. Our institution works towards the overall development of students. Our institution has developed safe, secure and organised learning environment for girls.

The Gender policy is integral part of all institutional policies and programmes. Gender equality aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students.

Objective

- To provide equal opportunities to both male and female students and staff members
- To create awareness amongst the students and staff members about social, cultural, economic, political and institutional rights

Mission

- The mission is to achieve gender equality in the society to promote social, educational, economical development of women,

Strategies:-

- Recruiting adequate women and ensuring the balance in all posts.
- Ensuring equal opportunities for all

To look out all objectives as mentioned above, our college constitutes a committee under the chairmanship of the principal, Dr. Binodini Mishra. The HODs of different departments are the members of the committee.

Binodini Mishra
25-6-24
Principal
Prananath College (Autonomous)
Khordha



GENDER AUDIT 2018-19

**Prepared
By
Prananath (Autonomous) College**

Mrs. Anu
24-6-24
Principal
Prananath College (Autonomous),
Khordha

**Gender Audit Report Summary
2018-19**

PREFACE

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO)

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Gender Equality is a global issue, and discussions on women’s emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Dr. Sunita Tripathy *Sunita Tripathy*

Mrs. Madhusmita Chhotray *Madhusmita Chhotray*

Pr. Chhotray
24.6.24
Principal
Prananath College (Autonomous)
Khordha

Prananath (Autonomous) College

Gender Policy

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

Objectives of Gender Audit

The Gender Audit has the following objectives:

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

Key Steps in Gender Audit

- Planning
- Field work
- Draft Report
- Final Report

1/2/24
24-6-24
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Introduction

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The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

Gender Audit Team reviewed and analyzed the operating environment and context of P.N (Autonomous) College, Khordha. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. Special study room, waiting room and parking are provided for the girls.

Audit Methodology

As part of the audit, we conducted a survey through questionnaire specially designed for the students, faculty and the non-teaching staff in order to gather and collect the respondent's perception on the prevailing gender sensitive practices /facilities.

We also obtained gender segregated data on the curriculum, male –female composition across various schools /departments as well as listing of program /workshops /seminars conducted on gender related topics through another google form issued to the management of the institute.

The statistical data provided for 2 academic years together with the finding of the online survey across respondent groups have been analysed and presented logically in the following 7 gender sensitive indicators for a meaningful evaluation to help in identifying lagging areas if any and discover opportunities for improvement and further refinement

Gender sensitive indicators

- a. Curricular aspects
- b. Teaching, Learning and Evaluation
- c. Research and Consultancy
- d. Resources & Infrastructure
- e. Student participation, involvement and placement
- f. Organization and Management
- g. Healthy Practices

Respondent category

- Student
- Teaching faculty
- Non –teaching staff

Data Analysis

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

S.No.	Year	Total	Male	Female	%M	%F
1	2017-18	2654	978	1676	36.85	63.15
2	2018-19	2733	1093	1640	40	60

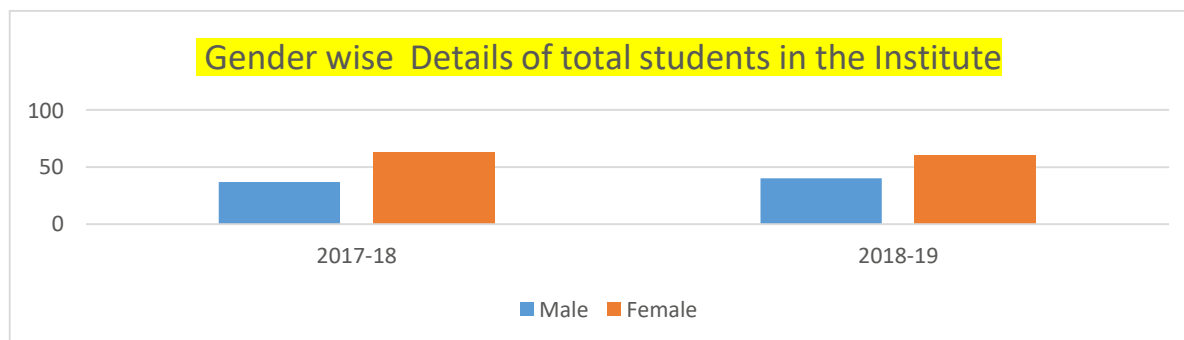


Figure 1: Gender wise Details of Total Students in the College

The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2018-19 so there is a slight increase of 3% is found to be there with boy's population as compared to previous year

Table: 2 Gender wise Details of Total Students in Arts Subjects

S.No.	Year	Total	Male	Female	%M	%F
1	2017-18	1068	409	659	38.2	61.7
2	2018-19	1112	464	648	41.7	58.2

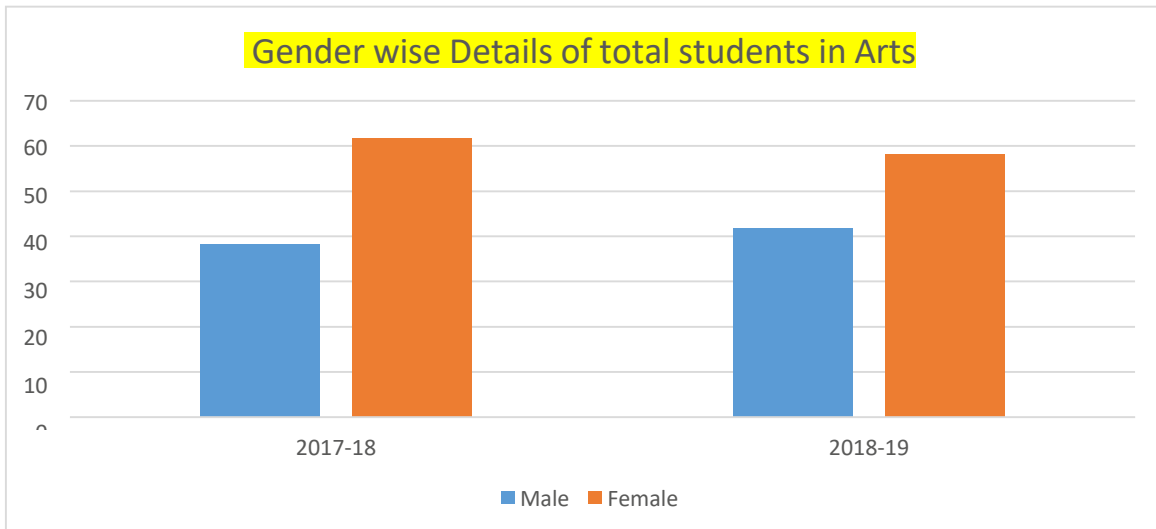


Figure: 2 Gender wise Details of Total Students in Arts Subjects

The 3% increase found in total number of students reflected here also. The number of boys in arts subjects such as Economics, Odia, English etc. slightly increased as compared to previous years.

Table: 3 Gender wise Details of total students in Science

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	846	228	618	26.9	73
2	2018-19	867	273	594	31.4	68.5

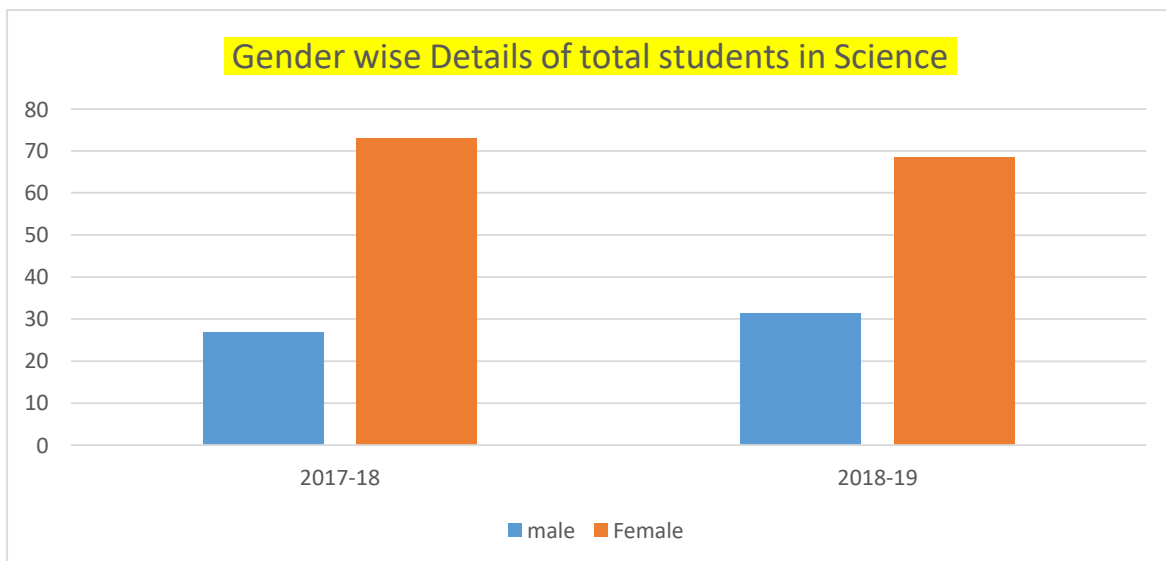


Figure3: Gender wise Details of total students in Science

In science though the number of girls are still more but a decrease is found as compared to previous years.

Table:4 Gender wise Details of total students in commerce

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	659	328	331	49.7	50.2
2	2018-19	668	339	329	50.7	49.2

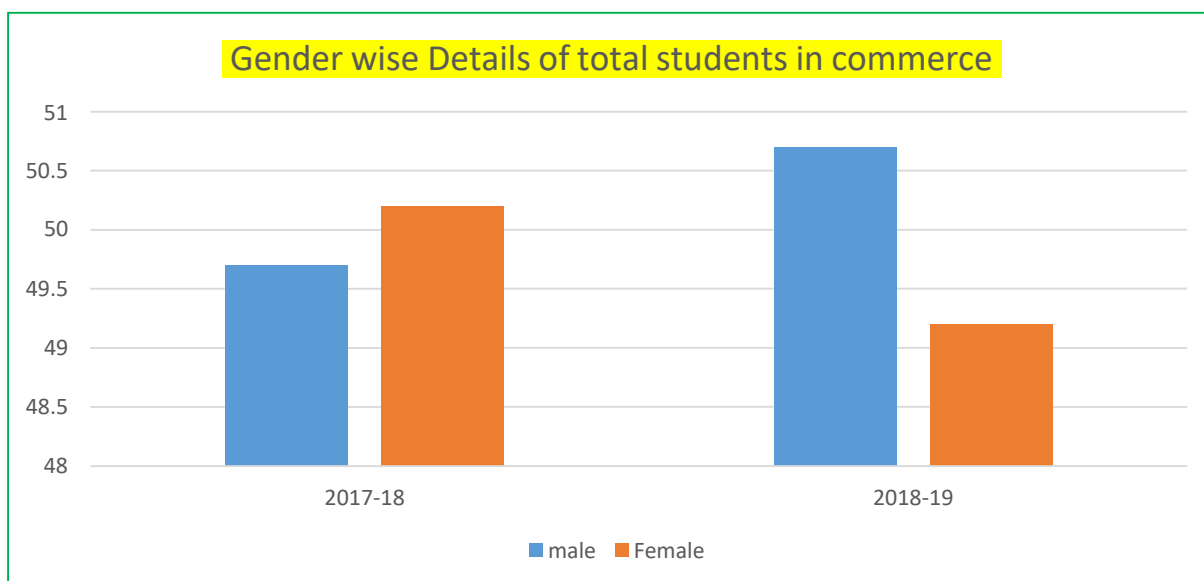


Figure:4 Gender wise Details of total students in commerce

In commerce the total number boys slightly increased. Reduced job opportunity in engineering might be the reason why more boys are turning to arts, science and commerce.

Table:5 Gender wise Details of Teaching staff in College

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	122	58	64	38.1	61.8
2	2018-19	120	53	67	36	63.9

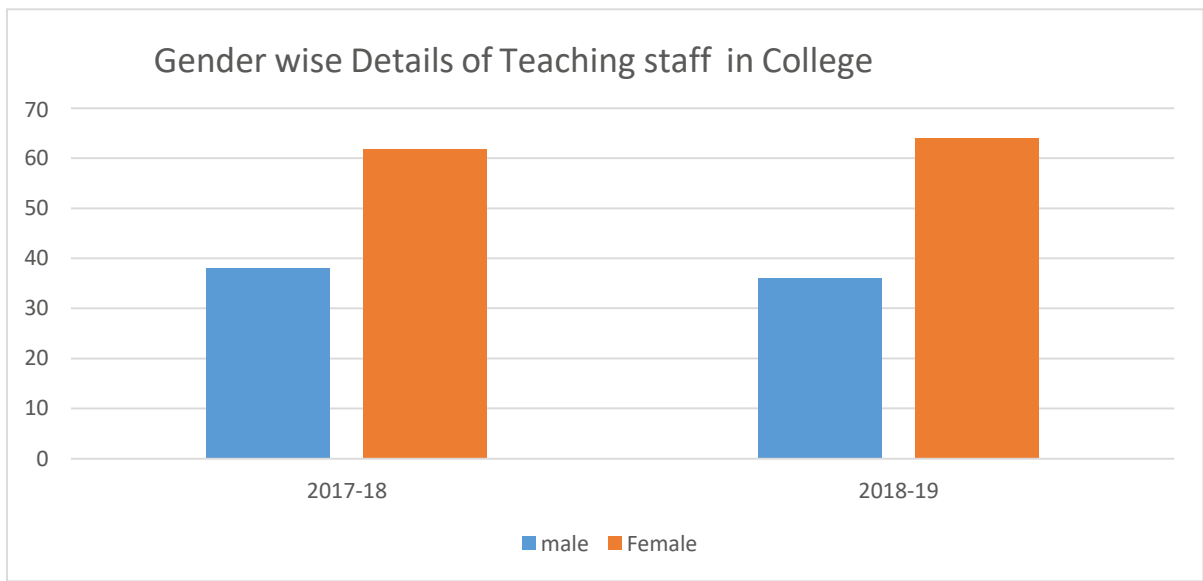


Figure: 5 Gender wise Details of Teaching staff in College

The total number of female teaching staff is more as compares to male. This proves that Odia women are empowering as time travels. It's also a need of Institution to have more female teachers with more girl students.

Table: 6 Gender wise Details of total HODs in College

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	18	10	8	55.5	44.4
2	2018-19	18	10	8	55.5	44.4

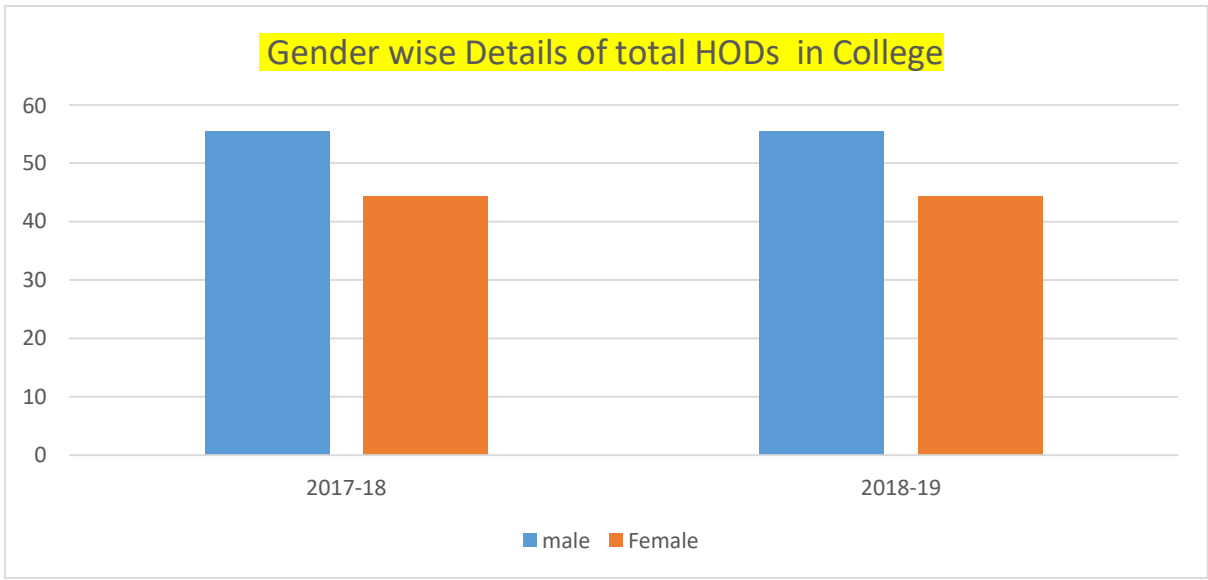


Figure:6 Gender wise Details of total HODs in College

Since two years the ratio is fixed.

Table:7 Gender wise Details of Non-Teaching staff in College

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	58	29	29	50	50
2	2018-19	58	29	29	50	50

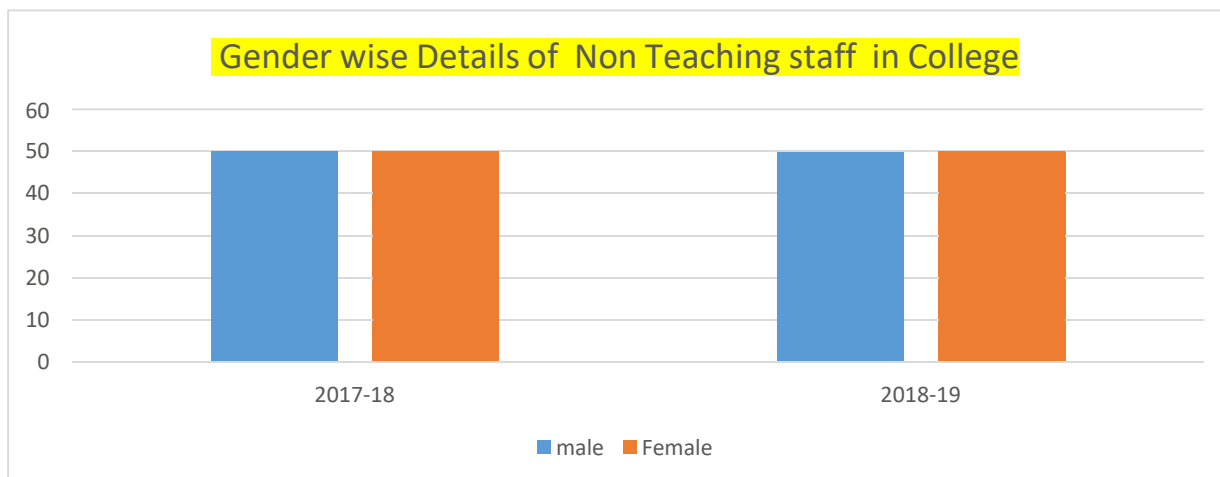


Figure: 7 Gender wise Details of Non-Teaching staff in College

There is a perfect balance between male and female staff.

Table: 8 Gender wise Details of total students in NCC.

S.No.	Year	male	Female
1	2017-18	81	79
2	2018-19	81	79

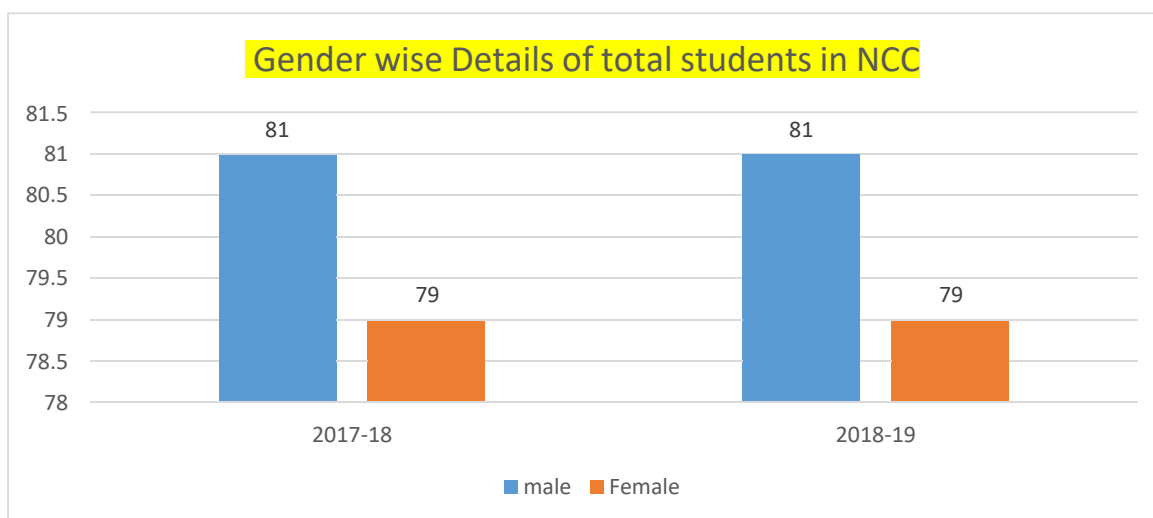


Figure: 8 Gender wise Details of total students in NCC.

The number of students in NCC is fixed and it is always full

Table: 9 Gender wise Details of total students in NSS

S.No.	Year	male	Female
1	2017-18	33	67
2	2018-19	31	69

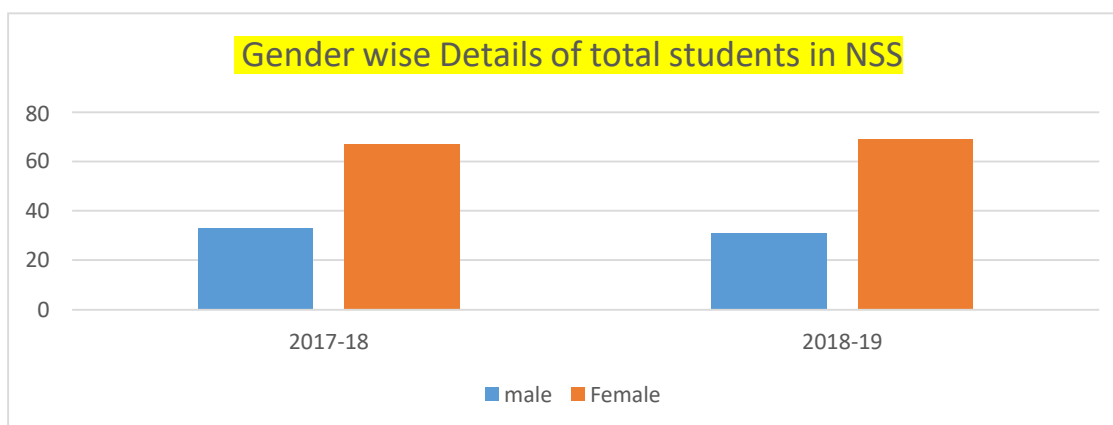


Figure: 9 Gender wise Details of total students in NSS

The number of students are fixed at 100 for each year. The degree final year students are exempted. The selection of NSS volunteers are on the basis of their attitude towards selfless service to societal actions and also the ability to work in group is also considered. It's a matter of pride to see girls always excel in these activities.

Table:10 Gender wise Details of total Participants in College Arts

S.No.	Year	male	Female
1	2017-18	220	673
2	2018-19	211	598

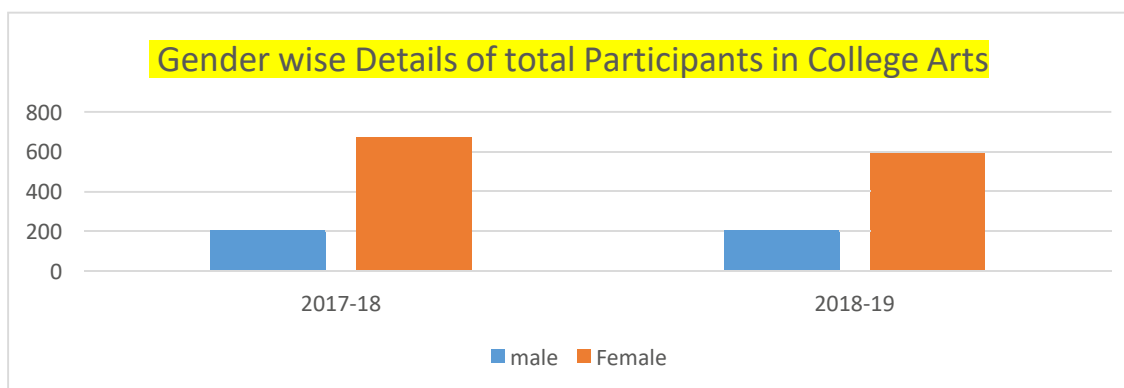


Figure: 10 Gender wise Details of total Participants in College Arts

Girl students always outnumber boys in arts. There are 43 art items conducted for competitions. There are tight competitions for all the items and the best ones out of these represent college in university

Table : 11 Gender wise Details of total Participants in College Sports

S.No.	Year	Male	Female
1	2017-18	320	273
2	2018-19	211	198

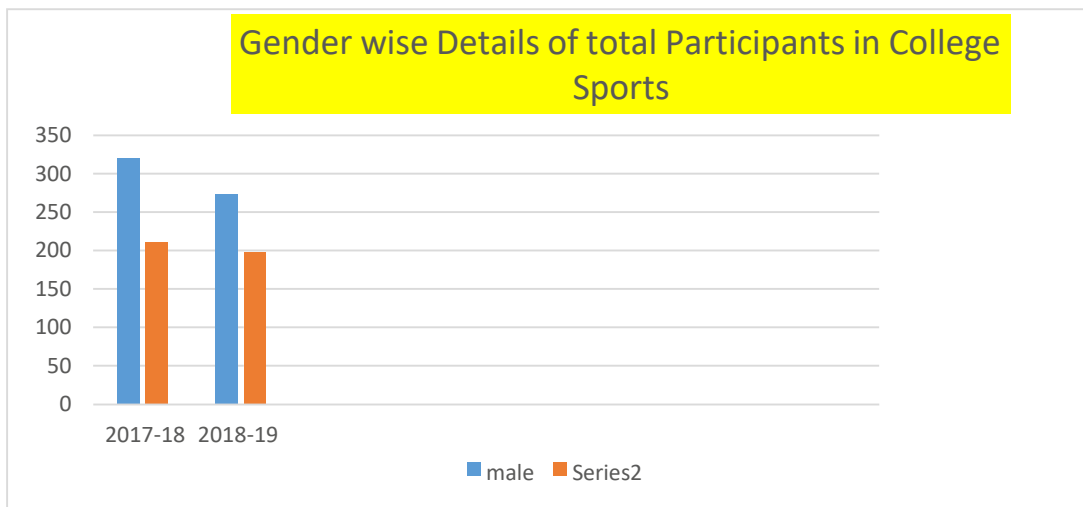
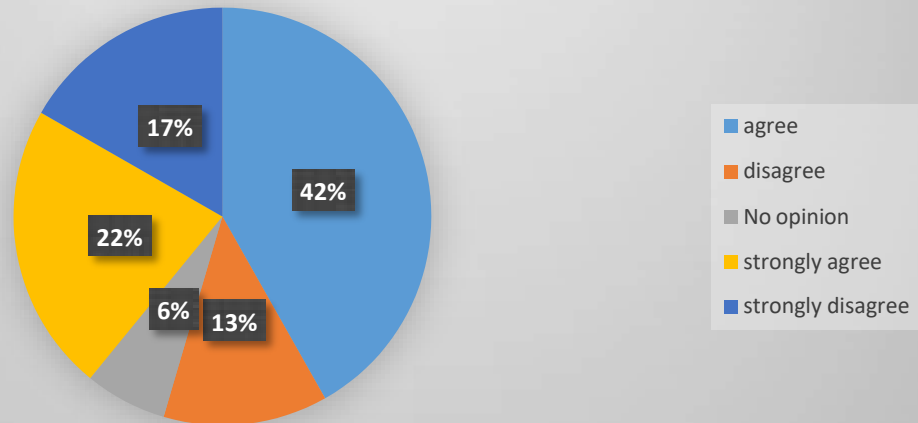


Figure: 11 Gender wise Details of total Participants in College Sports

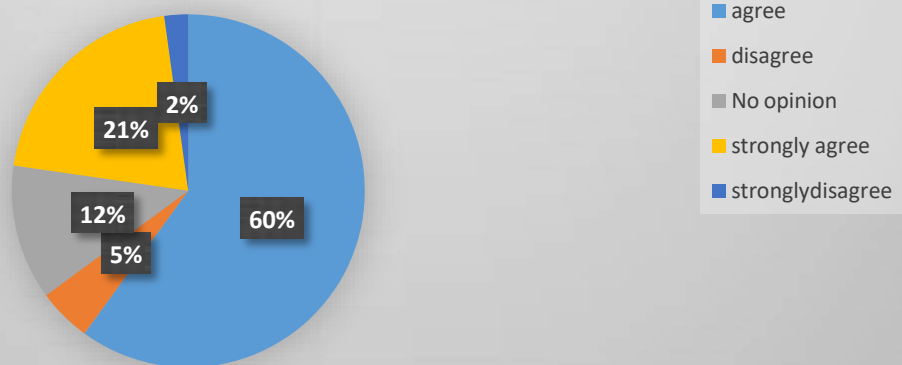
The sports competitions are male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too

Number of Survey participants-650

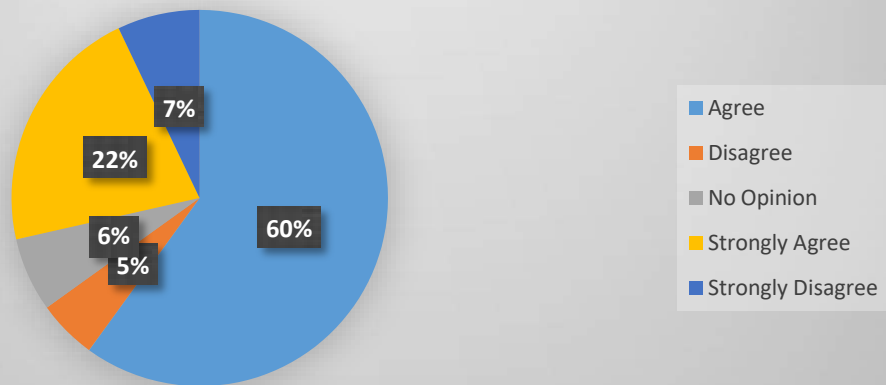
The college conducts gender sensitization program as a part of its curriculum



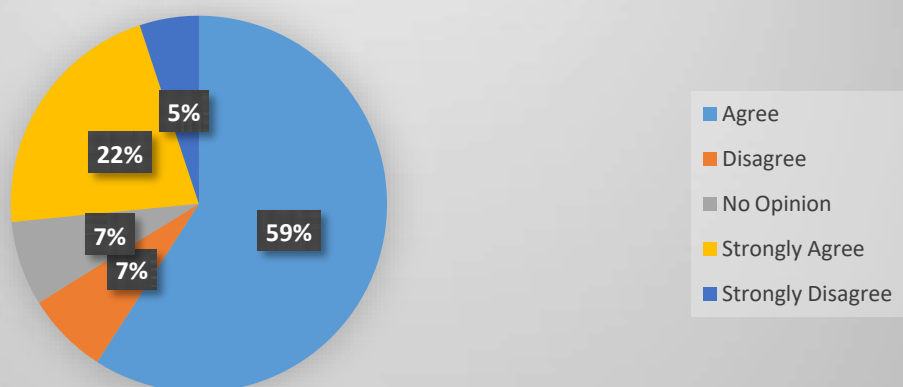
The college conducts gender awareness programs as a part of its curriculum



Adequate number of toilets are available in the campus for girls.



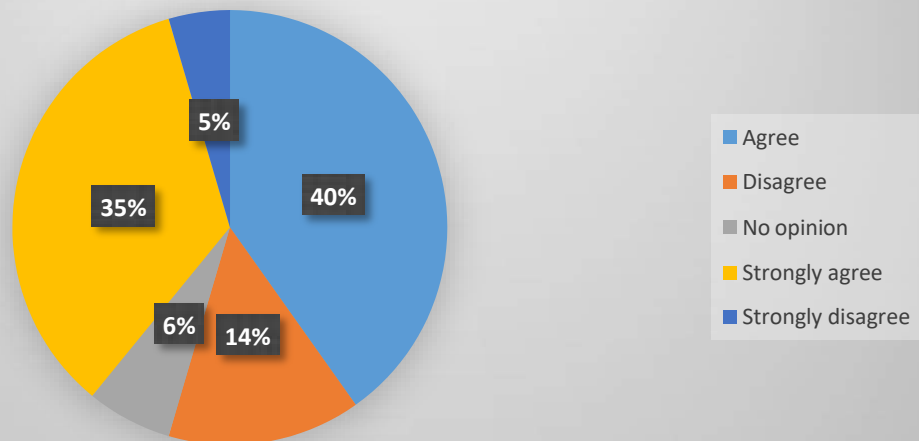
Adequate disposal bins are available in the toilet



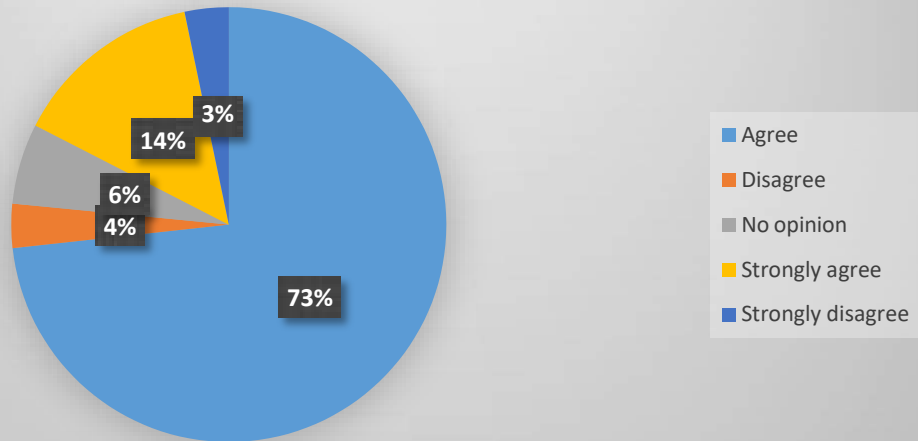
Adequate lighting is available inside the campus during night



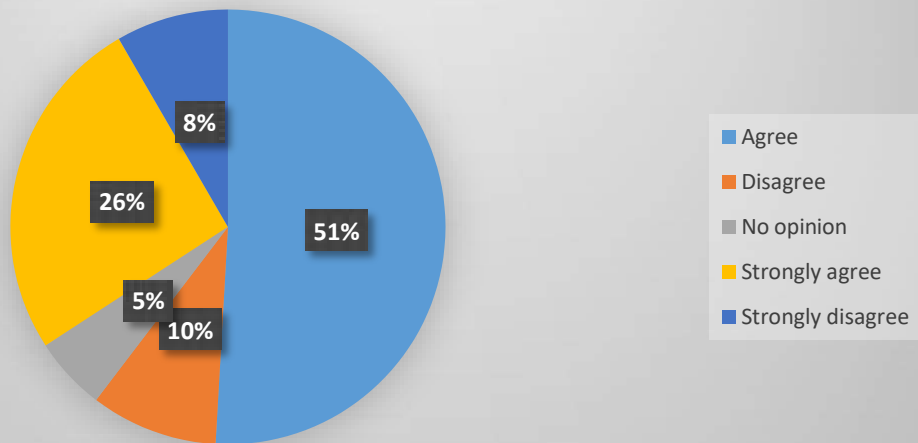
Awareness of Students about Women Cell



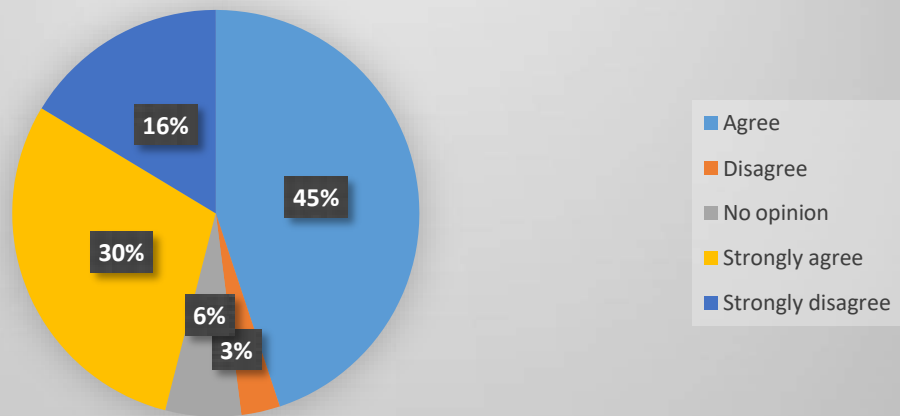
A grievance redresses cell has been set up



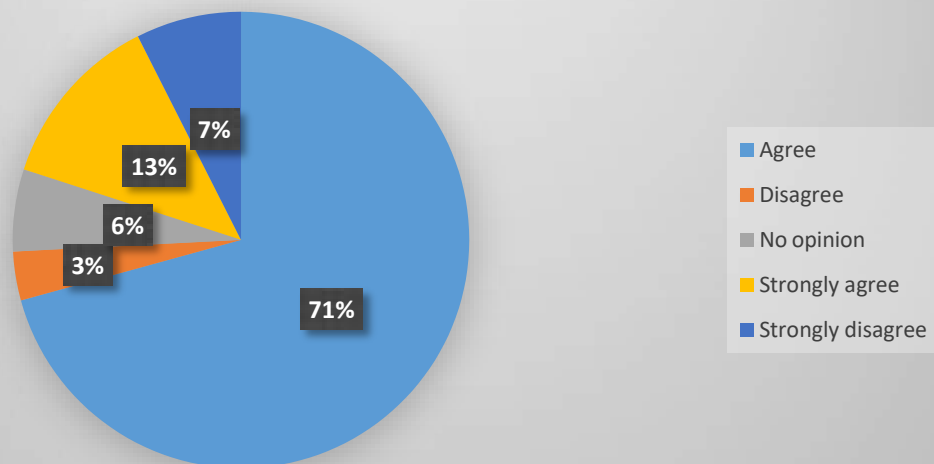
The classroom offers equal opportunities to all



The equal opportunity to all genders to work with various clubs and forums



The equal opportunity to all genders for free and fair expression of ideas



Salient Findings

- Students strength particularly girl's strength is high in both arts and science UG and PG programs
- Girl's enrolment is more than that of boys in most of the classes.
- 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 females are higher than male

- Nonteaching staff have an equal male and female ratio.

Suggestions

- 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.
- 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 analysis shows that gender equity goals and objective are included in all the policies, programs 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 country.

M.D. Form
24-6-24
Principal
Prananath College (Autonomous),
Khordha

Format of Questionnaire

	Control objective	Option
1	The college conducts gender sensitization program as a part of its curriculum	Strongly agree
		Agree
		No opinion
		Disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly agree
		Agree
		No opinion
		Disagree
3	Adequate number of toilets are available in the campus for girls.	Strongly agree
		Agree
		No opinion
		Disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet	Strongly agree
		Agree
		No opinion
		Disagree
5	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	Strongly agree
		Agree
		No opinion
		Disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly agree
		Agree
		No opinion
		Disagree
7	Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.	Strongly agree
		Agree
		no opinion
		Disagree
8	A women cell is set up in the college and students are aware about the women cell.	Strongly agree
		Agree
		No opinion
		Disagree
9	There are lady faculties available in the women cell.	Strongly agree
		Agree
		no opinion
		Disagree

		Strongly disagree
10	Do you reach out to women's cell?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
11	A grievance redresses cell has been set up.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
12	The classroom offers equal opportunities to all genders.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
13	The college offers equal opportunities to all genders on sports	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree


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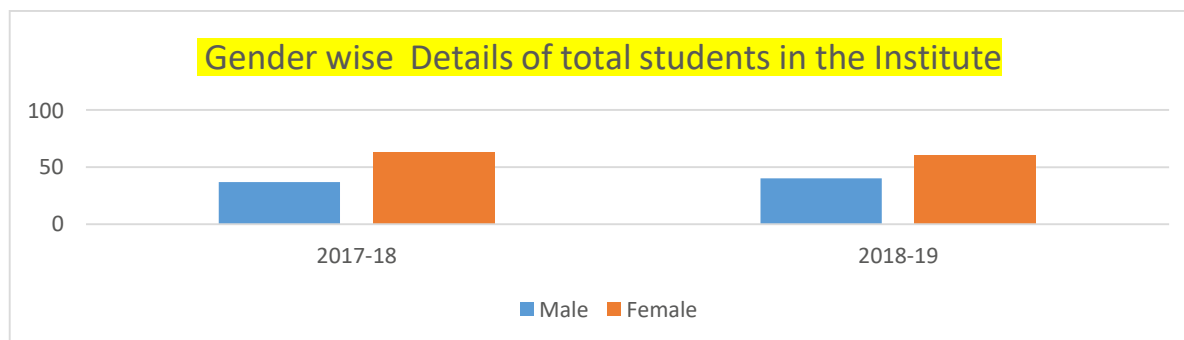


Figure 1: Gender wise Details of Total Students in the College

The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2018-19 so there is a slight increase of 3% is found to be there with boy's population as compared to previous year

Table: 2 Gender wise Details of Total Students in Arts Subjects

S.No.	Year	Total	Male	Female	%M	%F
1	2018-19	1068	409	659	38.2	61.7
2	2019-20	1112	464	648	41.7	58.2

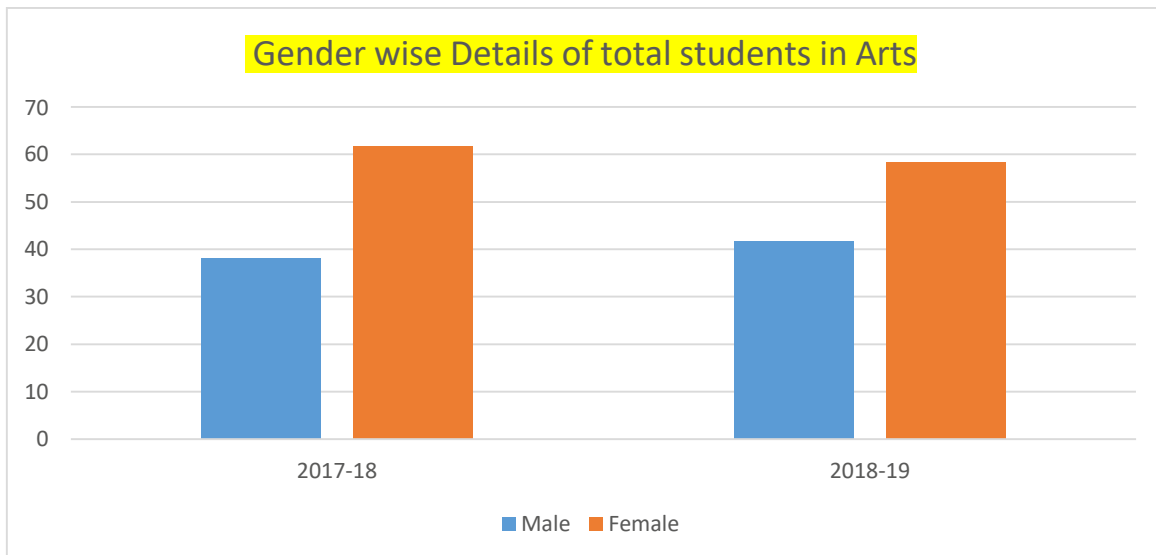


Figure: 2 Gender wise Details of Total Students in Arts Subjects

The 3% increase found in total number of students reflected here also. The number of boys in arts subjects such as Economics, Odia, English etc. slightly increased as compared to previous years.

Table: 3 Gender wise Details of total students in Science

S.No.	Year	Total	male	Female	%M	%F
1	2018-19	846	228	618	26.9	73
2	2019-20	867	273	594	31.4	68.5

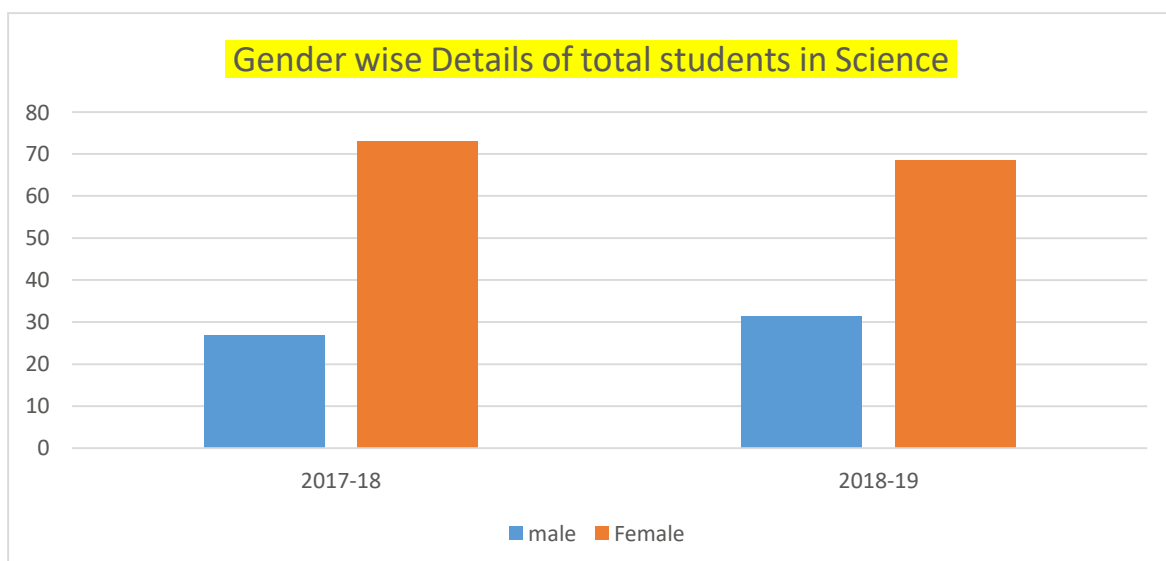


Figure3: Gender wise Details of total students in Science

In science though the number of girls are still more but a decrease is found as compared to previous years.

Table:4 Gender wise Details of total students in commerce

S.No.	Year	Total	male	Female	%M	%F
1	2018-19	659	328	331	49.7	50.2
2	2019-20	668	339	329	50.7	49.2

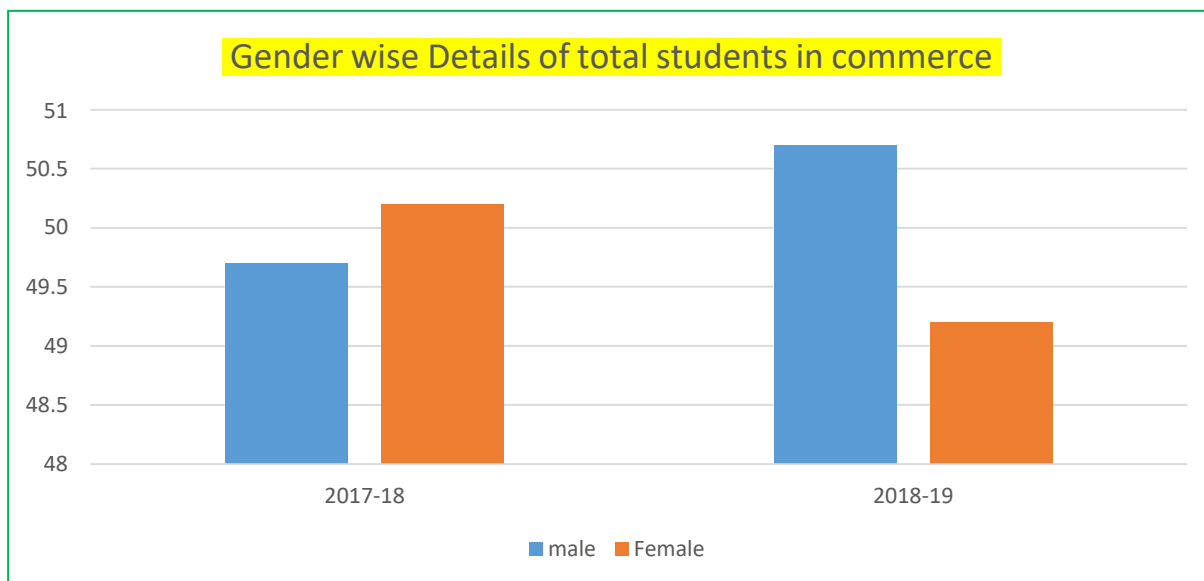


Figure:4 Gender wise Details of total students in commerce

In commerce the total number boys slightly increased. Reduced job opportunity in engineering might be the reason why more boys are turning to arts, science and commerce.

Table:5 Gender wise Details of Teaching staff in College

S.No.	Year	Total	male	Female	%M	%F
1	2018-19	122	58	64	38.1	61.8
2	2019-20	120	53	67	36	63.9

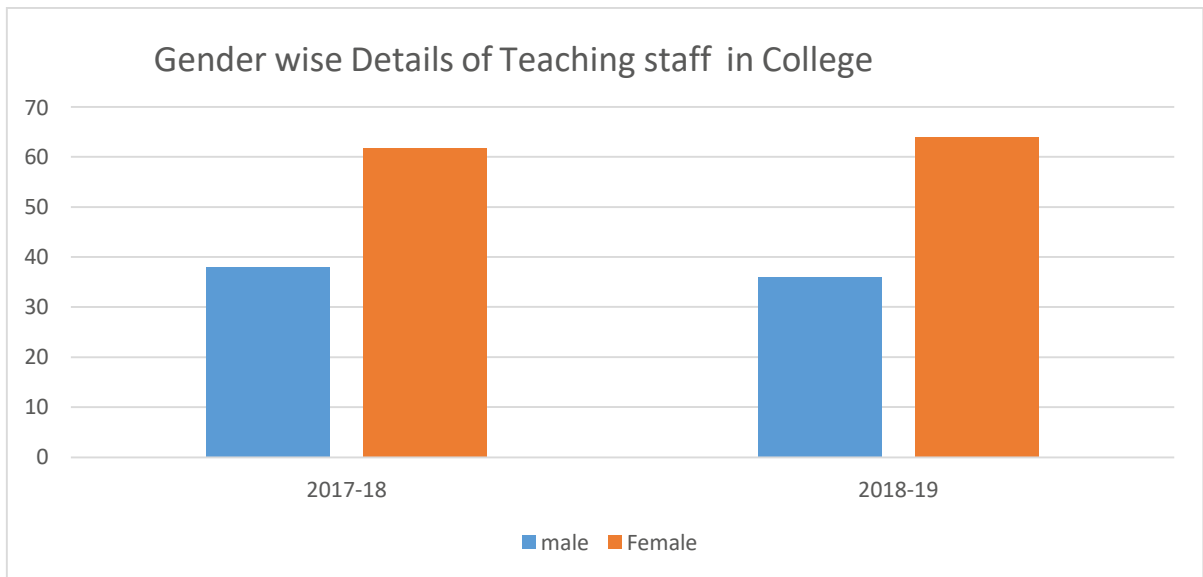


Figure: 5 Gender wise Details of Teaching staff in College

The total number of female teaching staff is more as compares to male. This proves that Odia women are empowering as time travels. It's also a need of Institution to have more female teachers with more girl students.

Table: 6 Gender wise Details of total HODs in College

S.No.	Year	Total	male	Female	%M	%F
1	2018-19	18	10	8	55.5	44.4
2	2019-20	18	10	8	55.5	44.4

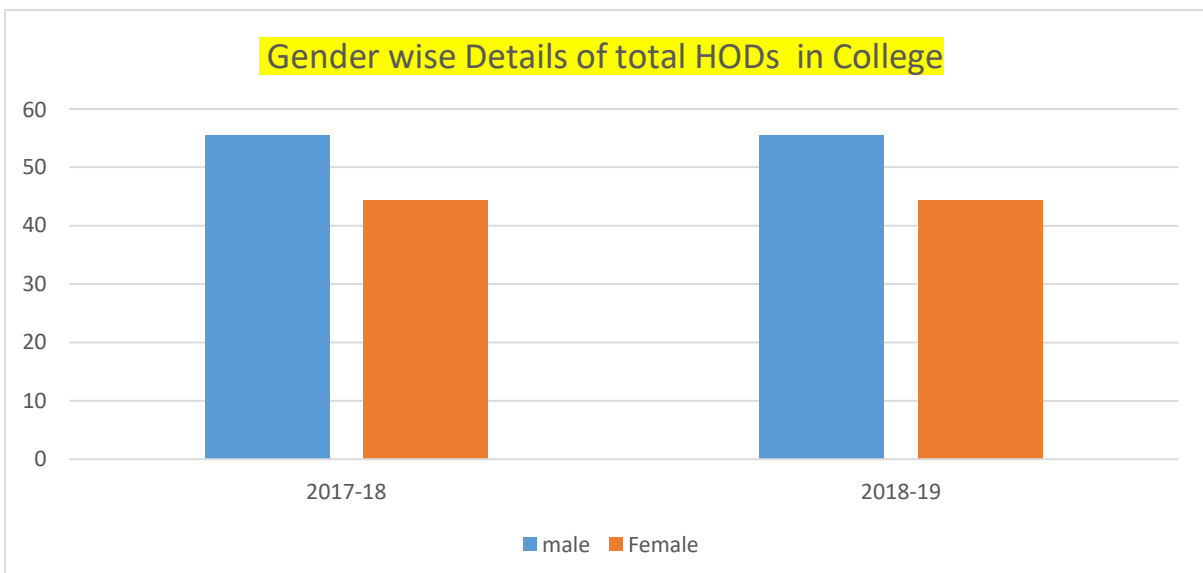


Figure:6 Gender wise Details of total HODs in College

Since two years the ratio is fixed.

Table:7 Gender wise Details of Non-Teaching staff in College

S.No.	Year	Total	male	Female	%M	%F
1	2018-19	58	29	29	50	50
2	2019-20	58	29	29	50	50

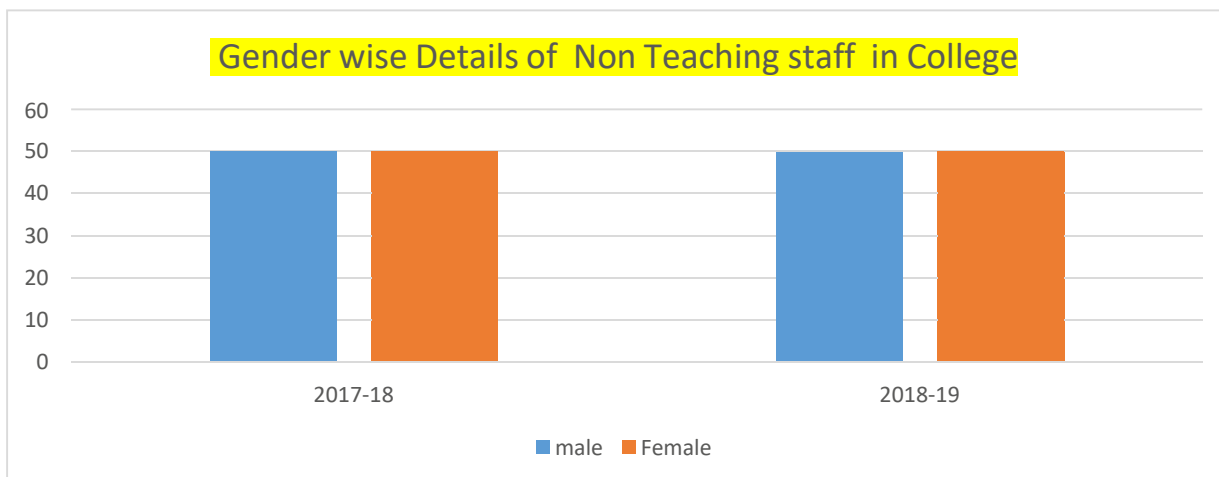


Figure: 7 Gender wise Details of Non-Teaching staff in College

There is a perfect balance between male and female staff.

Table: 8 Gender wise Details of total students in NCC.

S.No.	Year	male	Female
1	2018-19	81	79
2	2019-20	81	79

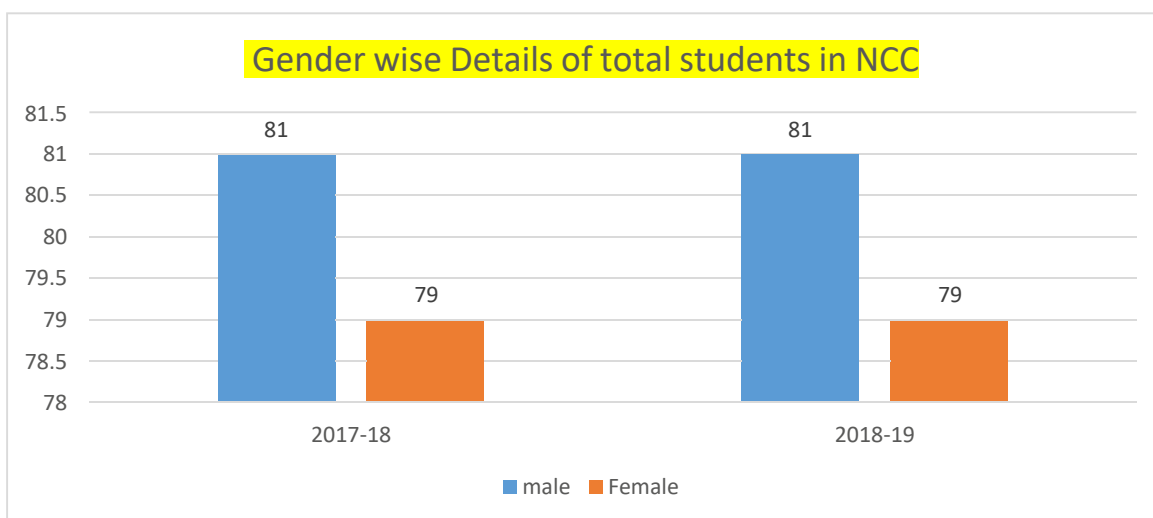


Figure: 8 Gender wise Details of total students in NCC.

The number of students in NCC is fixed and it is always full

Table: 9 Gender wise Details of total students in NSS

S.No.	Year	male	Female
1	2018-19	33	67
2	2019-20	31	69

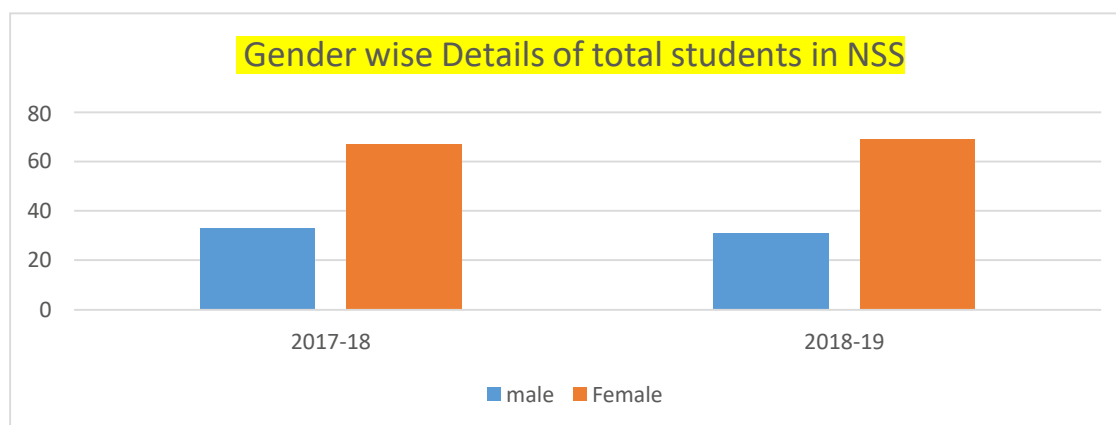


Figure: 9 Gender wise Details of total students in NSS

The number of students are fixed at 100 for each year. The degree final year students are exempted. The selection of NSS volunteers are on the basis of their attitude towards selfless service to societal actions and also the ability to work in group is also considered. It's a matter of pride to see girls always excel in these activities.

Table:10 Gender wise Details of total Participants in College Arts

S.No.	Year	male	Female
1	2018-19	220	673
2	2019-20	211	598

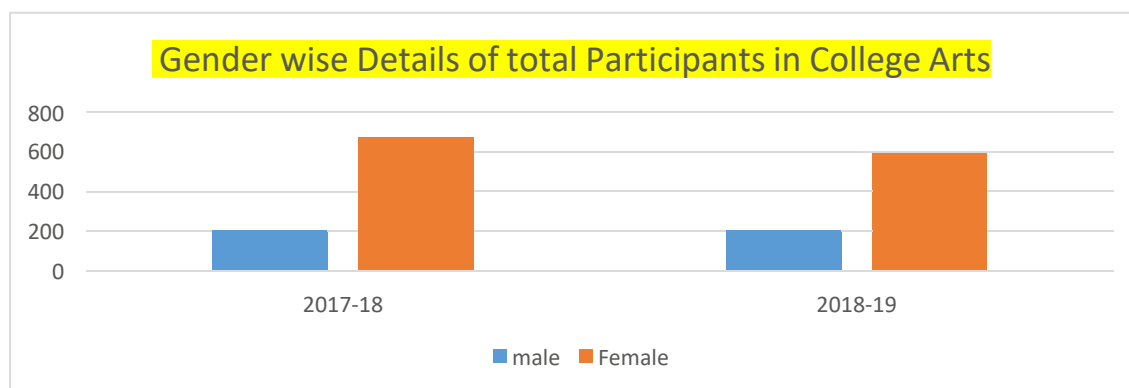


Figure: 10 Gender wise Details of total Participants in College Arts

Girl students always outnumber boys in arts. There are 43 art items conducted for competitions. There are tight competitions for all the items and the best ones out of these represent college in university

Table : 11 Gender wise Details of total Participants in College Sports

S.No.	Year	Male	Female
1	2018-19	320	273
2	2019-20	211	198

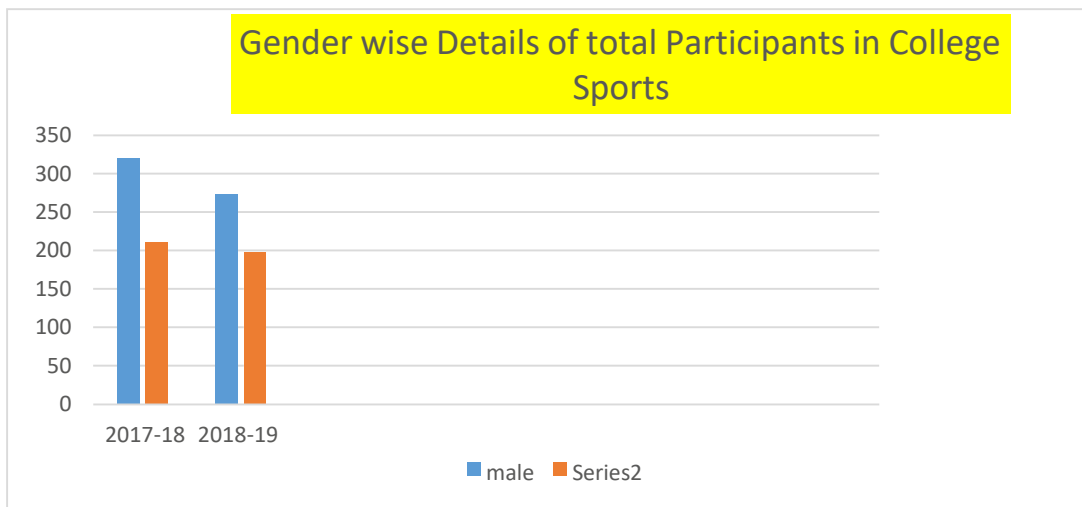
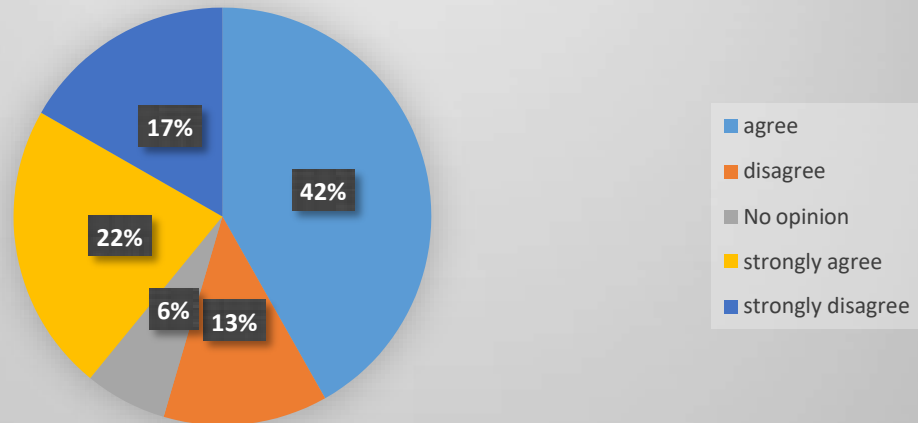


Figure: 11 Gender wise Details of total Participants in College Sports

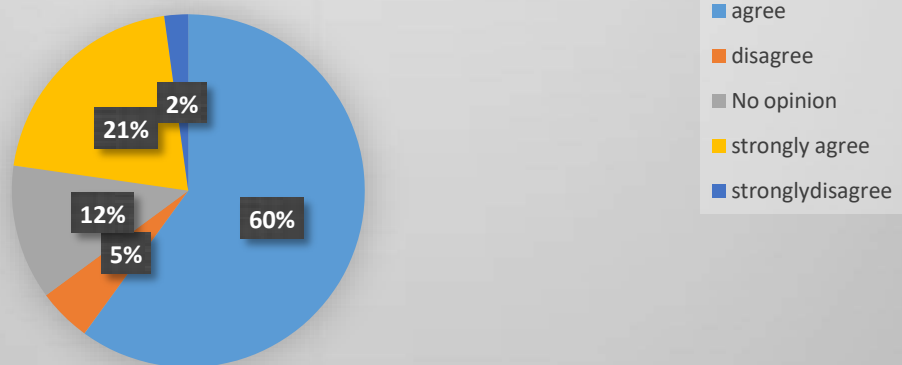
The sports competitions are male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too

Number of Survey participants-650

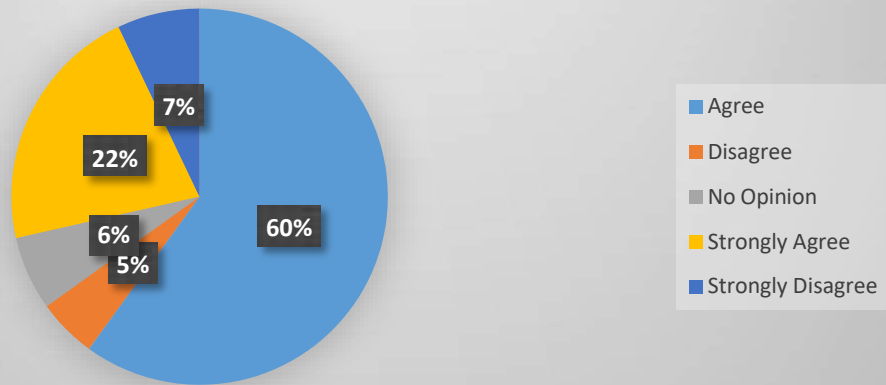
The college conducts gender sensitization program as a part of its curriculum



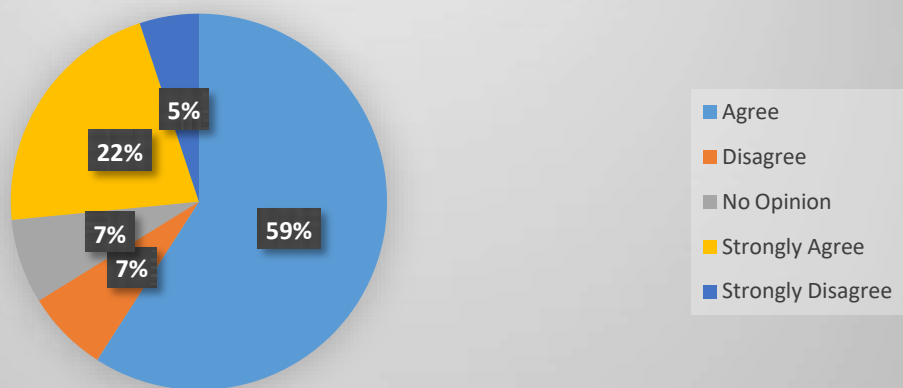
The college conducts gender awareness programs as a part of its curriculum



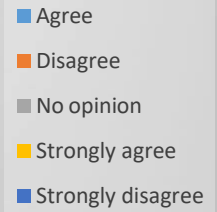
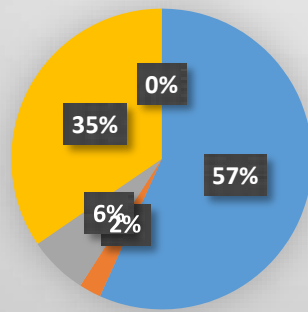
Adequate number of toilets are available in the campus for girls.



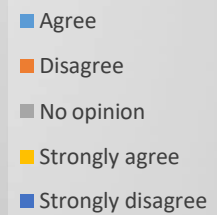
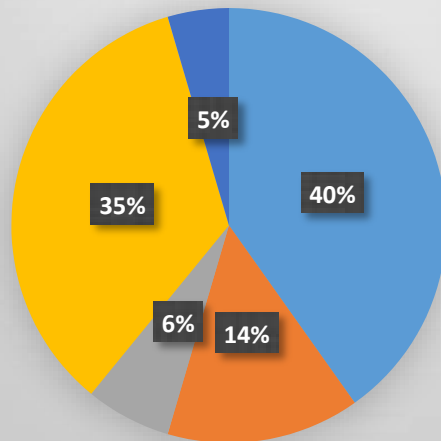
Adequate disposal bins are available in the toilet



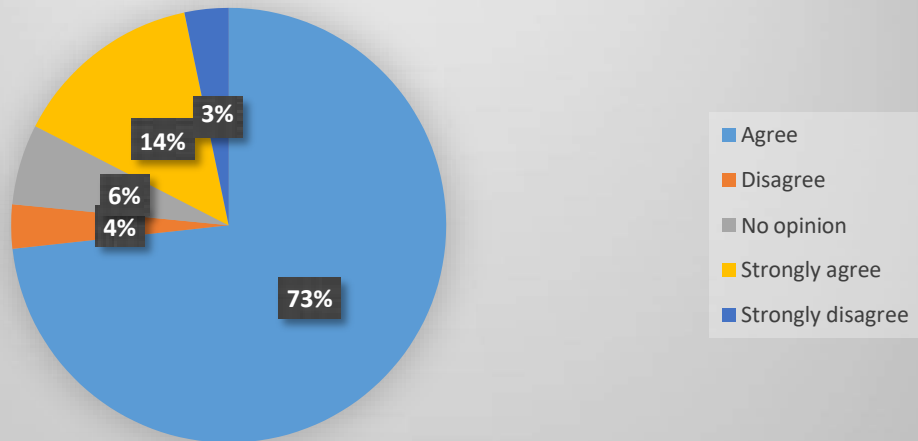
Adequate lighting is available inside the campus during night



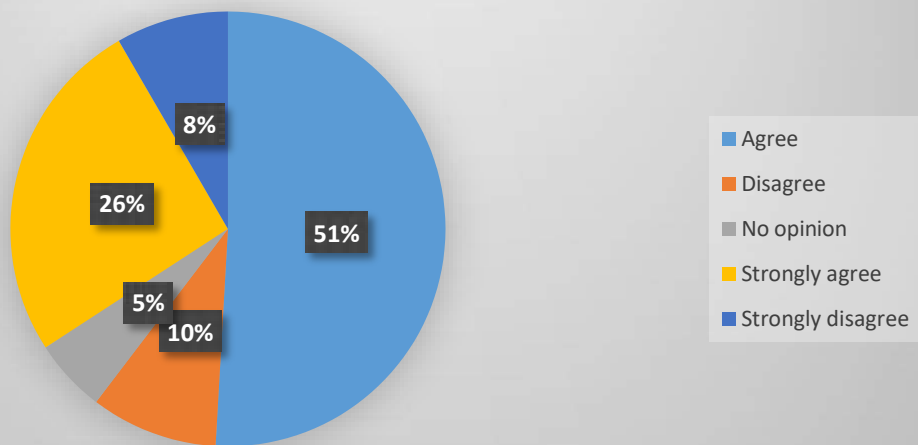
Awareness of Students about Women Cell



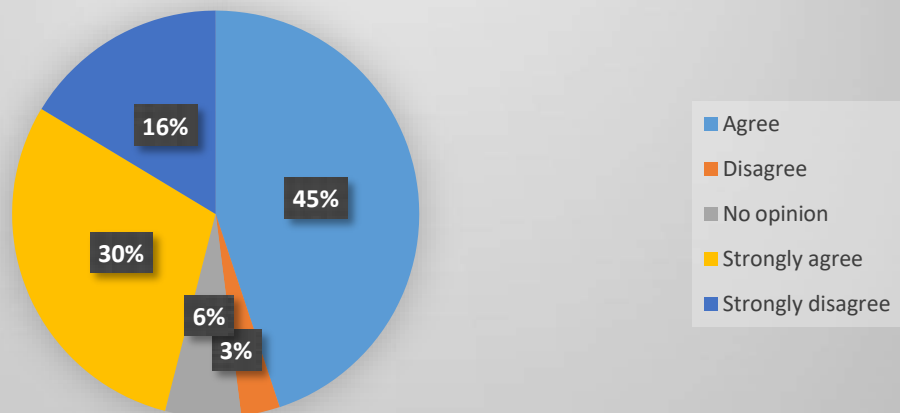
A grievance redresses cell has been set up



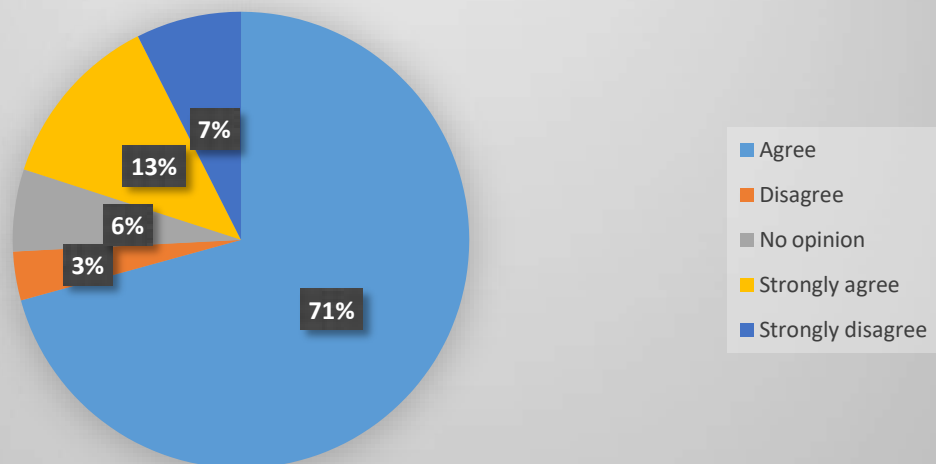
The classroom offers equal opportunities to all



The equal opportunity to all genders to work with various clubs and forums



The equal opportunity to all genders for free and fair expression of ideas



Salient Findings

- Students strength particularly girl's strength is high in both arts and science UG and PG programs
- Girl's enrolment is more than that of boys in most of the classes.
- 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 females are higher than male

- Nonteaching staff have an equal male and female ratio.

Suggestions

- 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.
- 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 analysis shows that gender equity goals and objective are included in all the policies, programs 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 country.

Adi Sharma
24.6.24
Principal
Prananath College (Autonomous)
Khordha

Format of Questionnaire

	Control objective	Option
1	The college conducts gender sensitization program as a part of its curriculum	Strongly agree
		Agree
		No opinion
		Disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly agree
		Agree
		No opinion
		Disagree
3	Adequate number of toilets are available in the campus for girls.	Strongly agree
		Agree
		No opinion
		Disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet	Strongly agree
		Agree
		No opinion
		Disagree
5	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	Strongly agree
		Agree
		No opinion
		Disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly agree
		Agree
		No opinion
		Disagree
7	Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.	Strongly agree
		Agree
		no opinion
		Disagree
8	A women cell is set up in the college and students are aware about the women cell.	Strongly agree
		Agree
		No opinion
		Disagree
9	There are lady faculties available in the women cell.	Strongly agree
		Agree
		no opinion
		Disagree

		Strongly disagree
10	Do you reach out to women's cell?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
11	A grievance redresses cell has been set up.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
12	The classroom offers equal opportunities to all genders.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
13	The college offers equal opportunities to all genders on sports	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree


 24.6.24
 Principal
 Pranath College (Autonomous)
 Khordha

Gender Audit Report

(2020-21 & 2021-22)

Prananath College (Autonomous),
Khordha



W3 from
24.6.24
Principal
Prananath College (Autonomous)
Khordha



GENDER AUDIT CERTIFICATE

This is to certify that an Gender Audit for Pranath College (Autonomous), Khordha , Odisha has been conducted for the session of 2021-22 to assess good gender balance in all spheres of college activities, suggest measures for bridging gap , foster gender equality in all aspects of college community , increase in the awareness of gender issues.

Place: Khordha

Date: 10.02.2023

<i>Mamata Dey</i>	<i>Sunilranjan Kar</i>	<i>Sujata Maharana</i>
Dr. Mamata Dey Former Principal, Pranath Autonomous College, Khordha	Mr. Sunil Ranjan Kar Coordinator, Dept. of Economics	Mrs. Sujata Maharana Dept. of Education

<i>Jaba Varadwaj</i>	<i>Samaresh Maharana</i>	<i>Jagannath Sahu</i>
Mrs. Jaba Varadwaj Dept. of Psychology	Mr. Samaresh Maharana Dept. of Chemistry	Mr. Jagannath Sahoo Dept. of Chemistry

10/2/23
24.6.24
Principal
Pranath College (Autonomous)
Khordha

PREFACE

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendation.

1/2 form
24.6.24
Principal
Prananath College (Autonomous)
Khordha

GENDER POLICY

- ❖ **There shall not be any kind of discrimination on the basis of gender.**
- ❖ **The institution shall provide equal opportunity for all genders.**
- ❖ **Freedom for all genders to express of free and fair opinion.**
- ❖ **There must be an accessible, active , unbiased and confidential grievance redressal cell**
- ❖ **The institution shall arrange effective measures for safety and security of all gender**

Gender Audit

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

The Gender Audit is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college. 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. WDC & IQAC 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 2021-'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

Introduction

The college owes its origin to the devoted and tenacious efforts of the great soul Late Pranath Patnaik. The idea of having a college at Khordha, cherished in the minds of the local intelligentsia since 1955, could become a reality only on January 28, 1959; on account of the relentless struggle of Late Pranath Patnaik and his zealous associates. The foundation stone of the college was laid by the then Union Minister of Education, Prof. Humayun Kabir. The institution was named as "Khordha College" and Late Pranath Patnaik became its Founder Secretary. The college began functioning primarily as an Arts college with provision for teaching Pre-University Arts course, for which affiliation was granted by the Utkal University. In the year 1970, the Founder Secretary passed away. After his sad demise the College was named as PRANATH COLLEGE in November 1970, in the fond memory of our beloved founder. The outstanding growth of the College is attributed to the donations received from generous public, eminent personalities and the students from time to time. The College is flourishing because of Grants received from the UGC, New Delhi under the Basic Assistance and the Development Assistance in various plan periods and the necessary aid and assistance from the State Government.

Stepping into the forty-eighth year, the College has been granted the autonomous status by U.G.C, w.e.f June 2006. In the same year The NAAC has also accredited the college at 'A' level. The college has also been adjudged as a "College with Potential for Excellence" by U.G.C, w.e.f. 24th August 2011. The college has completed 50 years of its existence has celebrated its 'Golden Jubilee' on 27th Nov 2010. We are hopeful of a bright future in its way to the pinnacle of glory as envisioned by its legendary founder.

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

Gender Audit Team reviewed and analyzed the operating environment and context of P.N (Autonomous) College, Khordha. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some

may be altogether different. The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. Special study room, waiting room and parking are provided for the girls.

Audit Methodology

As part of the audit, we conducted a survey through questionnaire specially designed for the students, faculty and the non-teaching staff in order to gather and collect the respondent's perception on the prevailing gender sensitive practices /facilities.

We also obtained gender segregated data on the curriculum, male –female composition across various schools /departments as well as listing of program /workshops /seminars conducted on gender related topics through another google form issued to the management of the institute.

The statistical data provided for 2 academic years together with the finding of the online survey across respondent groups have been analysed and presented logically in the following 7 gender sensitive indicators for a meaningful evaluation to help in identifying lagging areas if any and discover opportunities for improvement and further refinement

Gender sensitive indicators

- a. Curricular aspects
- b. Teaching, Learning and Evaluation
- c. Research and Consultancy
- d. Resources & Infrastructure
- e. Student participation, involvement and placement
- f. Organization and Management
- g. Healthy Practices

Respondent category

- Student
- Teaching faculty
- Non –teaching staff

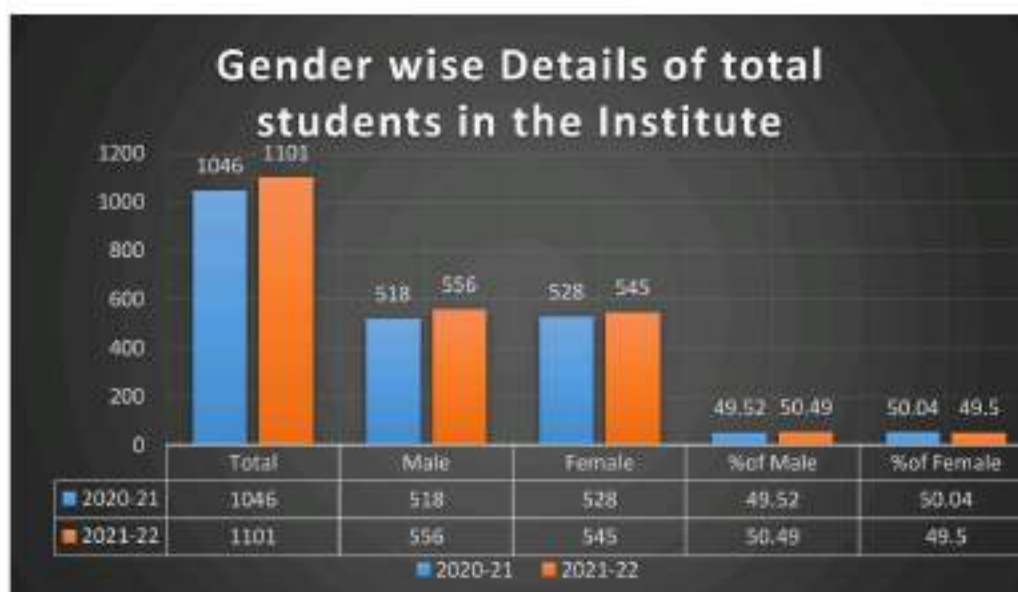
GENDER AUDIT REPORT

Data Analysis of Gender Audit

Data Analysis

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

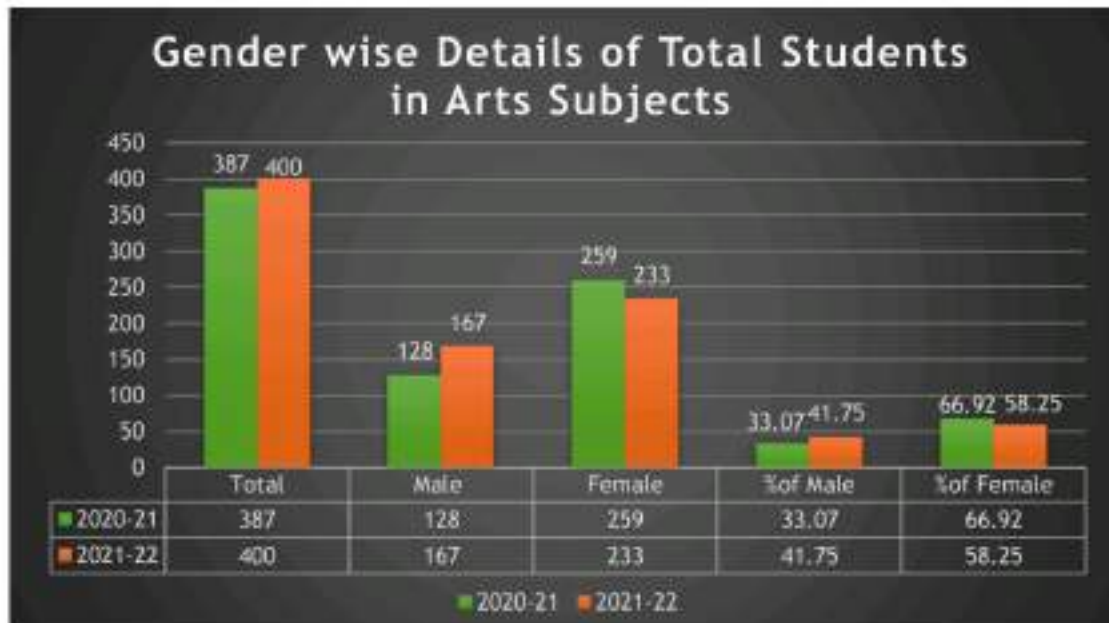
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2020-21	1046	518	528	49.52	50.04
2	2021-22	1101	556	545	50.49	49.50



The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2021-22 so there is a slight increase from 1046 to 1101. Both male and female students also increased slightly.

Table: 2 Gender wise Details of Total Students in Arts Subjects

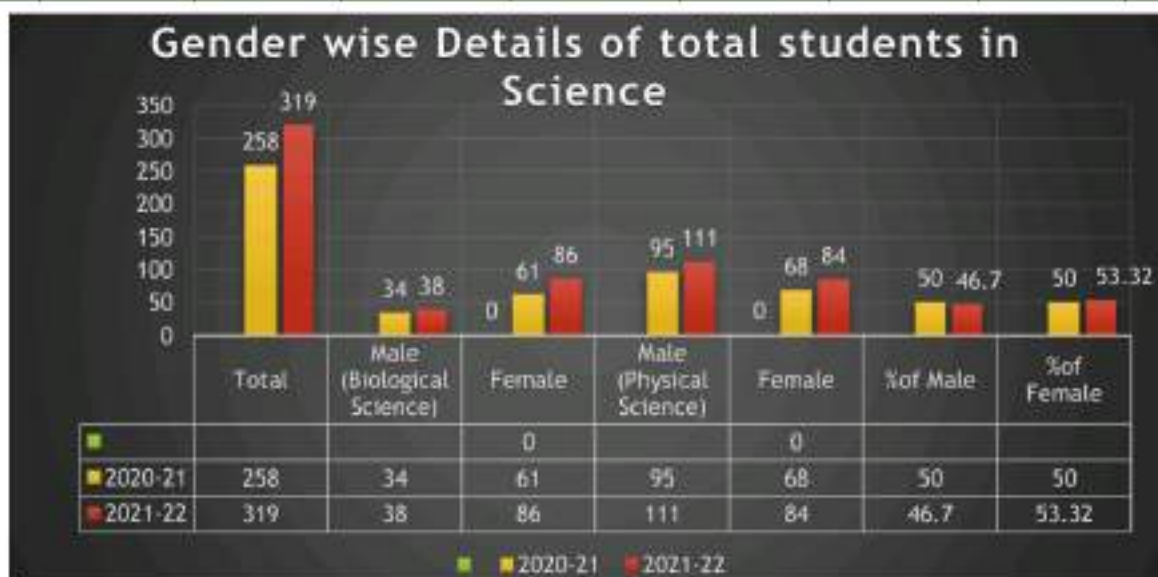
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2020-21	387	128	259	33.07	66.92
2	2021-22	400	167	233	41.75	58.25



The total number of students increases from 387 in 2020-21 to 400 in 2021-22. But we can find that total number of female students reduces while total number of male students increased in Arts subjects. The number of boys in arts subjects such as Economics, Psychology, Odia etc. slightly increased as compared to previous years.

Table: 3 Gender wise Details of total students in Science

Sl.No.	Year	Total	Male (Biological Science)	Female (Biological Science)	Male (Physical Science)	Female (Physical Science)	%of Male	%of Female
1	2020-21	258	34	61	95	68	50	50
2	2021-22	319	38	86	111	84	46.70	53.32



In science subject, total number students increased rapidly from 2020-21 to 2021-22. Though the number of male and female are still very less in Biological Science than in Physical Science.

Table: 4 Gender wise Details of total students in commerce

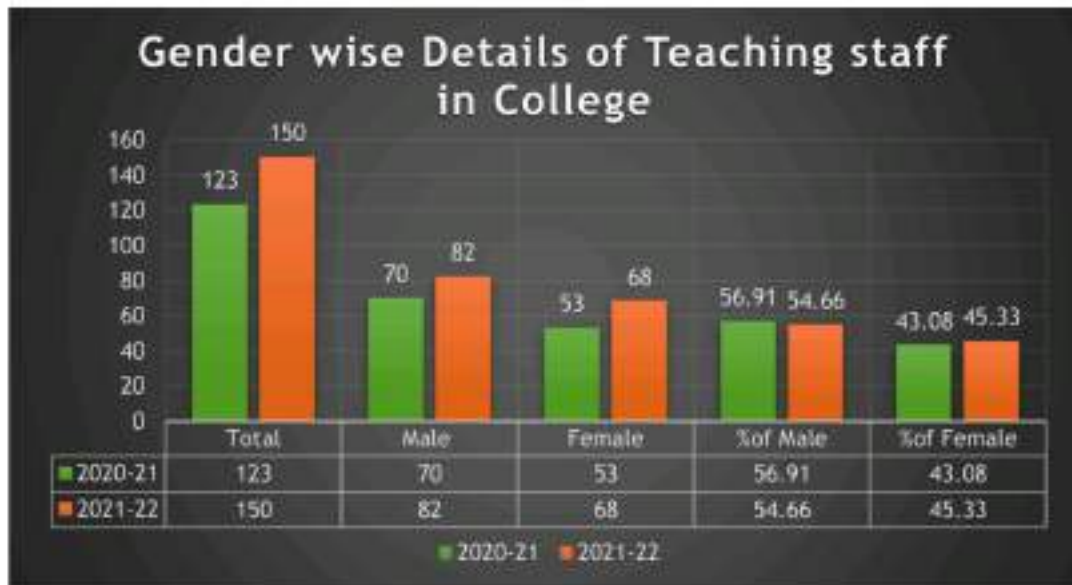
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2020-21	401	261	140	65.08	34.92
2	2021-22	382	240	142	62.82	37.18



In commerce the total number students slightly decreased from 401 in 2020-21 to 382 in 2021-22. The female participation in commerce are very less than male students.

Table: 5 Gender wise Details of Teaching staff in College

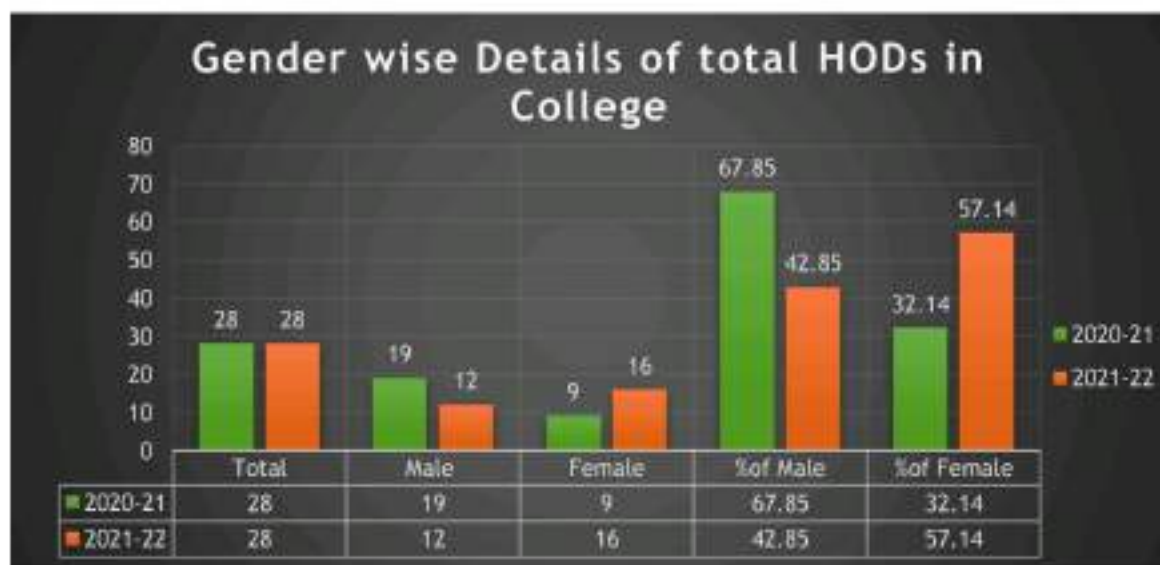
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2020-21	123	70	53	56.91	43.08
2	2021-22	150	82	68	54.66	45.33



The total number of female teaching staff is increasing rapidly as compares to male. This proves that Odisha women are empowering as time travels. It's also a need of Institution to have more female teachers with more girl students.

Table: 6 Gender wise Details of total HODs in College

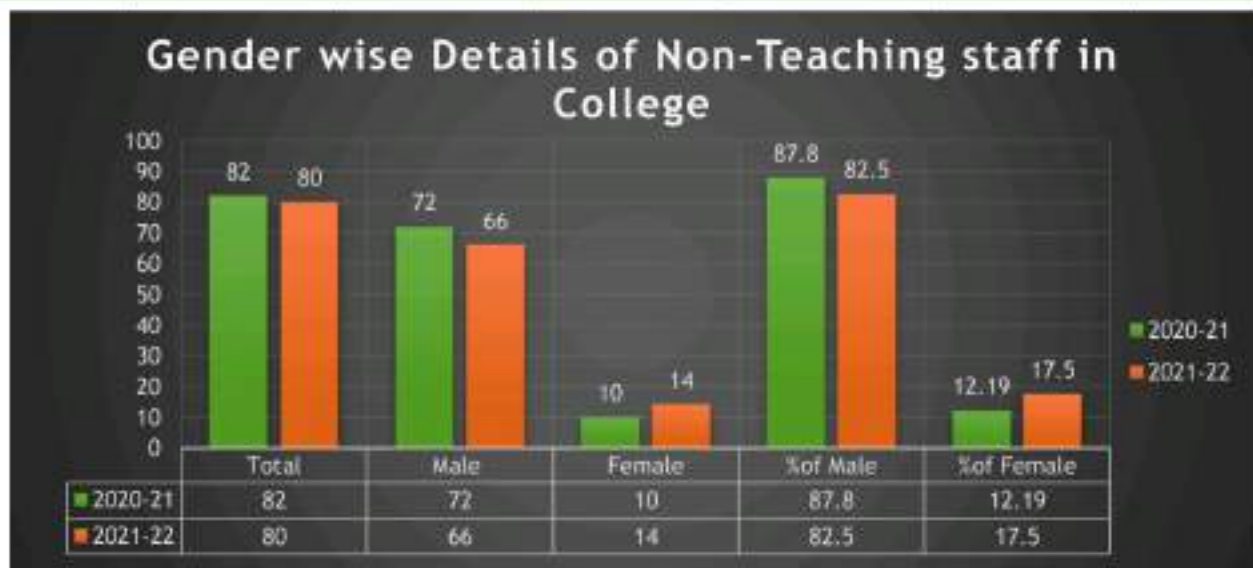
Sl.No.	Year	Total	Male	Female	% of Male	% of Female
1	2020-21	28	19	9	67.85	32.14
2	2021-22	28	12	16	42.85	57.14



Again female HOD staffs are rapidly mounting from 9 in 2020-21 to 16 in 2021-22. But the male HOD staffs are rapidly decreasing from 19 to 12.

Table: 7 Gender wise Details of Non-Teaching staff in College

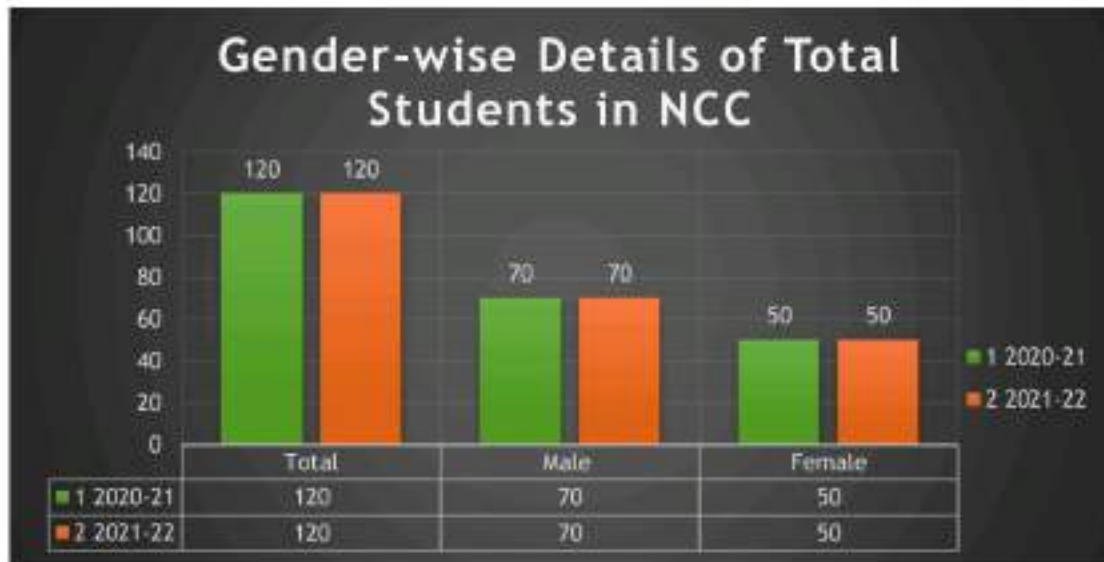
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2020-21	82	72	10	87.80	12.19
2	2021-22	80	66	14	82.50	17.50



Gender wise details of Non-Teaching staff in college shows very minimal participation of female employees that is only 12.19% in 2020-21 and 17.50 % in 2021-22. While the number of male non-teaching staffs are very high that are from 87.8% and 82.5% during these academic periods.

Table: 8 Gender-wise Details of Total Students in NCC

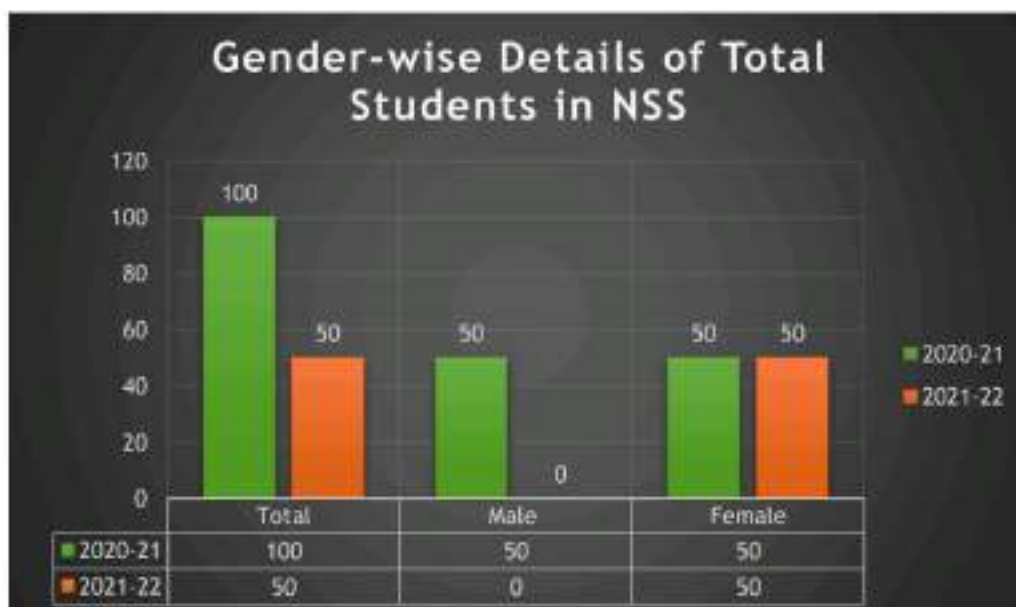
Sl.No.	Year	Total	Male	Female
1	2020-21	120	70	50
2	2021-22	120	70	50



There is a perfect balance between participation of male and female in NCC throughout these two academic periods.

Table: 9 Gender-wise Details of Total Students in NSS

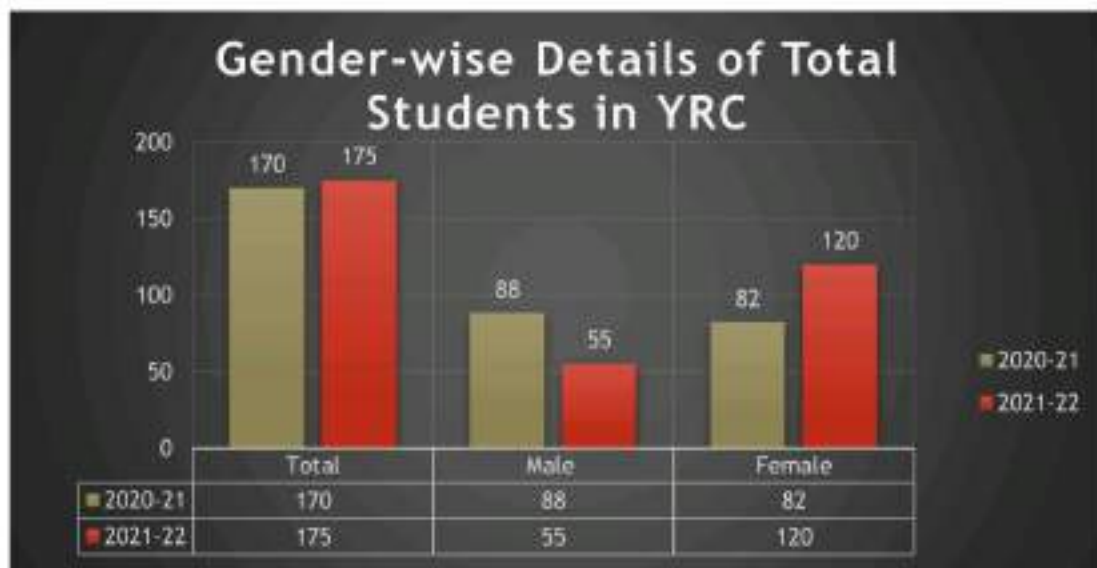
Sl.No.	Year	Total	Male	Female
1	2020-21	100	50	50
2	2021-22	50	0	50



According to NSS data report, in 2020-21 male- female students' participation in NSS are perfectly balanced. But in 2021-22, we can see that there is no male students' participation in NSS.

Table: 10 Gender-wise Details of Total Students in YRC

Sl.No.	Year	Total	Male	Female
1	2020-21	170	88	82
2	2021-22	175	55	120



Male participation in YRC has been reduced a lot from 88 to 55 but female participation has increased from 82 to 120.

Table:11 Gender-wise Details of Total Students in ROVERS & RANGERS

Sl.No.	Year	Total	Male	Female
1	2020-21	62	32	30
2	2021-22	84	42	42

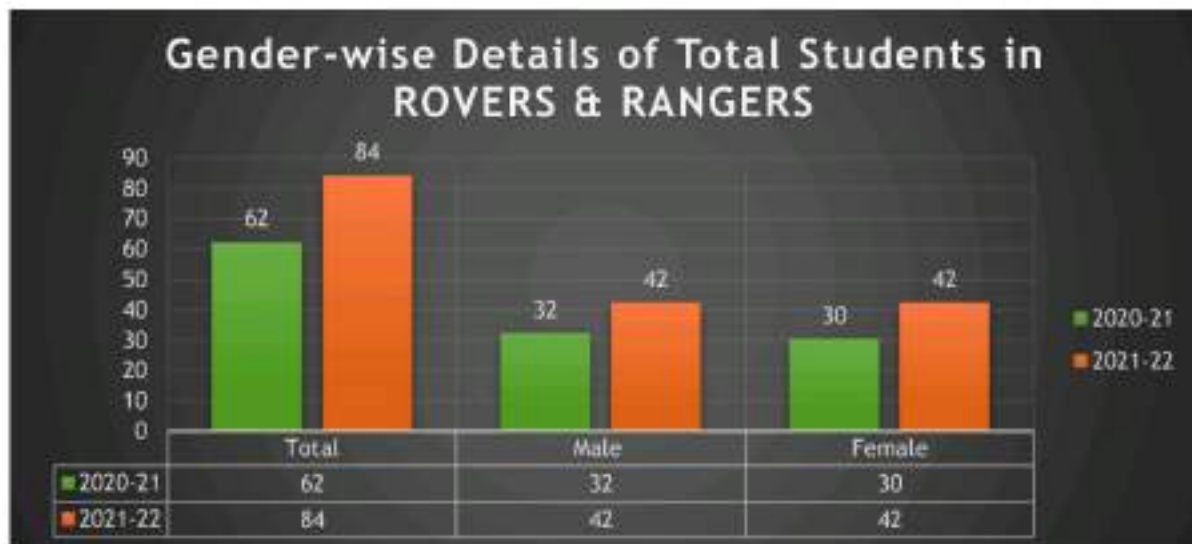
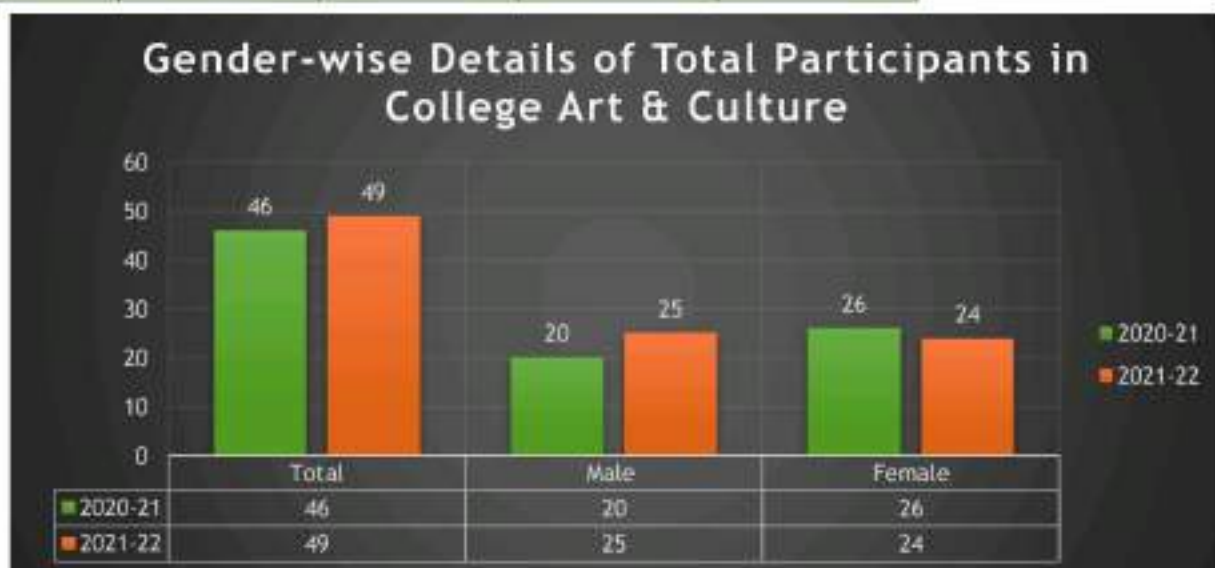


Table: 12 Gender-wise Details of Total Participants in College Art & Culture

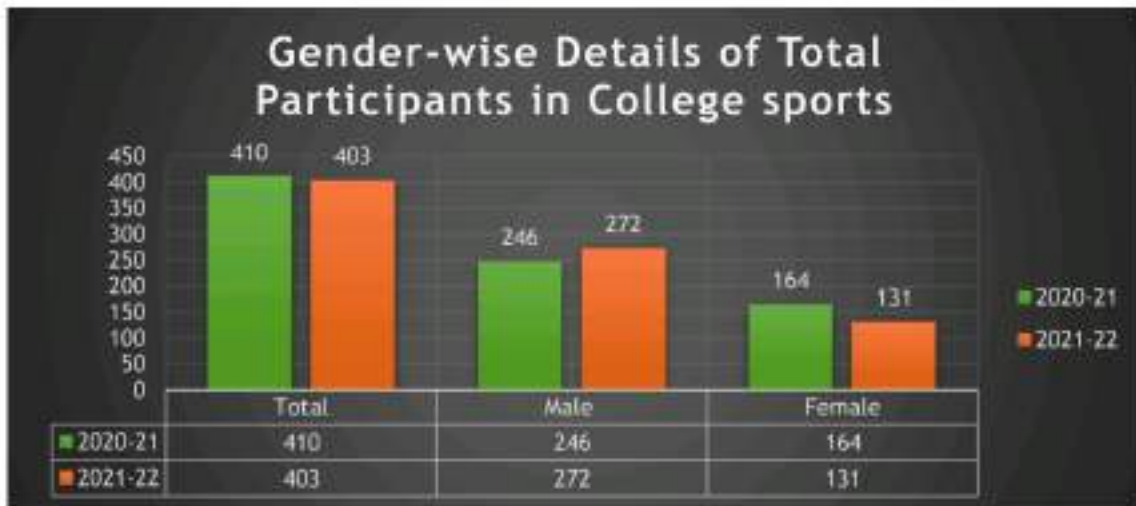
Sl.No.	Year	Total	Male	Female
1	2020-21	46	20	26
2	2021-22	49	25	24



Total student participants has increased from 46 in 2020-21 to 49 in 2021-22. Participation of male students shows an improvement of interest towards Art & Culture.

Table: 13 Gender-wise Details of Total Participants in College sports

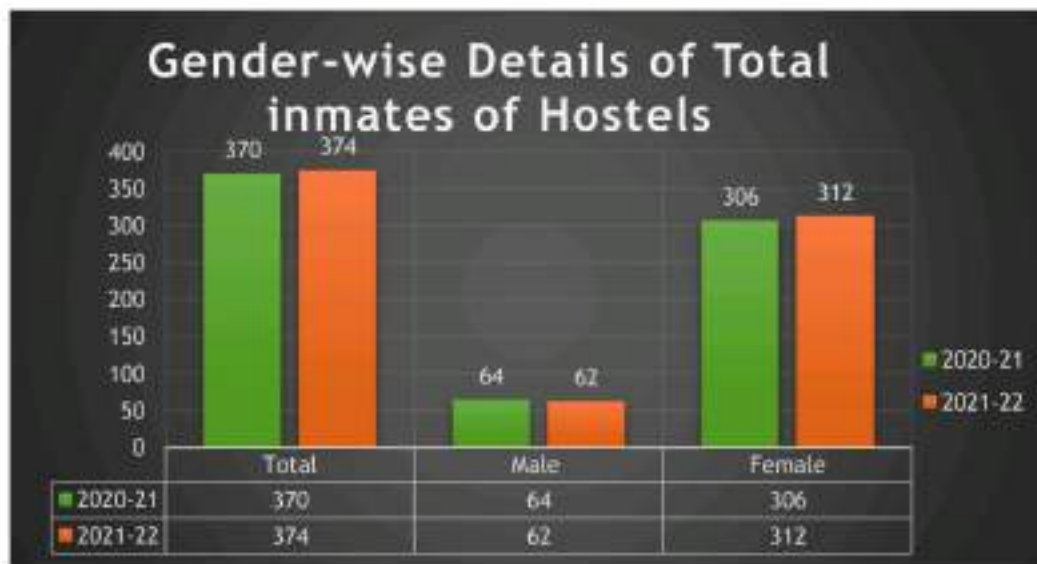
Sl.No.	Year	Total	Male	Female
1	2020-21	410	246	164
2	2021-22	403	272	131



Gender equality is accurately pertinent in the field of sports in this college because there is almost equal number of male and female participants in sports.

Table: 14 Gender-wise Details of Total inmates of Hostels

Sl.No.	Year	Total	Male	Female
1	2020-21	370	64	306
2	2021-22	374	62	312



Female hostel has more demand than male one, as we can see from this graph there is more female hostel members rather than male hostel members.

Number of Survey participants-700

The college conducts gender sensitization program as a part of its curriculum



The college conducts gender awareness programs as a part of its curriculum



Adequate number of toilets are available in the campus for girls.



Adequate disposal bins are available in the toilet



Adequate lighting is available inside the campus during night



Adequate security arrangements inside the campus



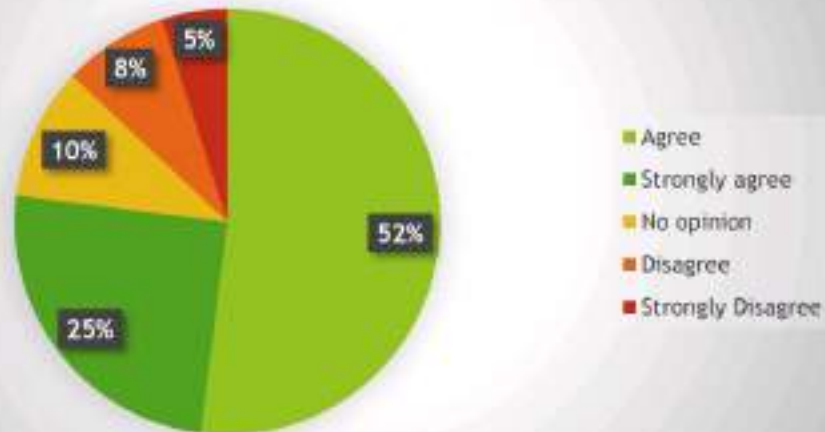
Awareness of Students about Women Cell



Availability of Lady Faculties in the women cell



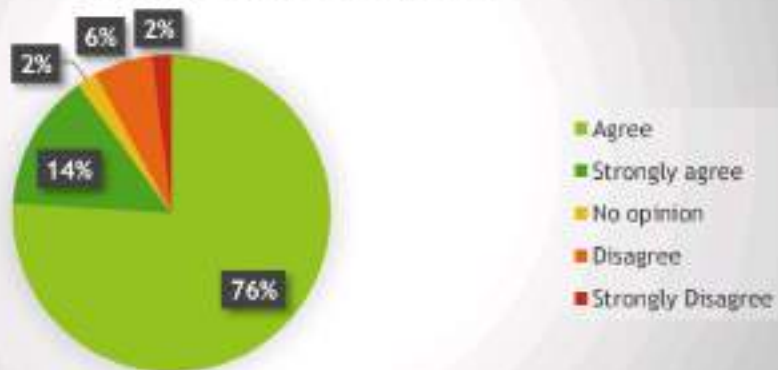
Do you reach out to women cell?



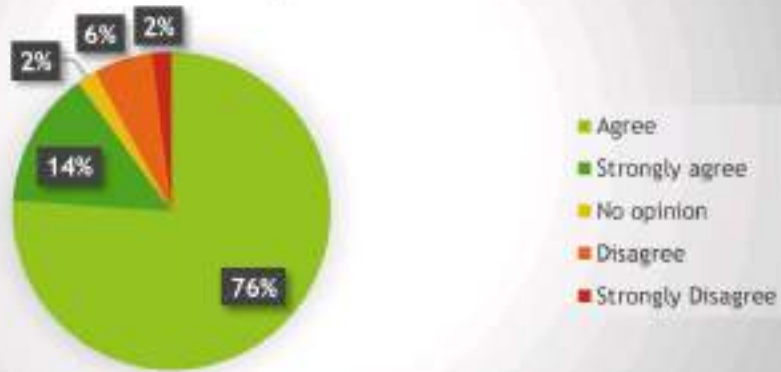
A grievance redresses cell has been set up



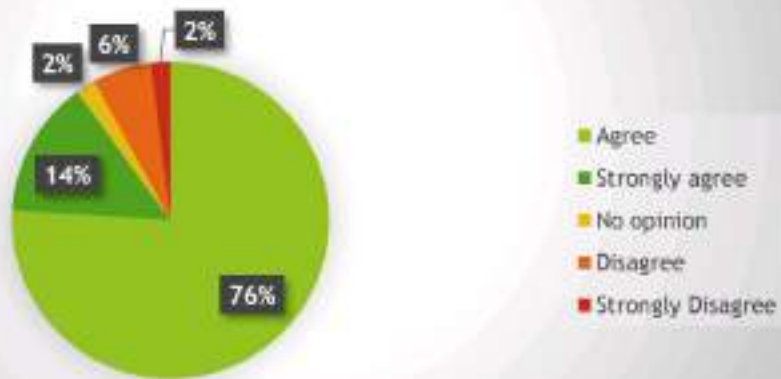
The classroom offers equal opportunities to all



Equal opportunities to all genders on sports



The equal opportunity to all genders to work with various clubs and forums



The equal opportunity to all genders for free and fair expression of ideas



Salient Findings

- Students strength particularly girl's strength is high in both arts and science UG programmes
- Boys' enrolment is more than that of girls in most of the classes of commerce.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- Gender strength in regular teaching staff is higher than male but just the opposite in non-teaching staff where male outnumber females
- All students are aware about the functioning of Women Development Cell in the campus and about the full-time lady faculty in charge as Women Development Cell Coordinator.
- There is equal opportunity for all genders in the classroom and library.
- Adequate toilet facility is available for girl students inside the campus and hostel.
- Majority of the students opinioned that adequate safety arrangement has been made in the campus during day and night.

Suggestions

- ❖ 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 main findings of the audit show that, in general, all the departments and students are aware about the need for gender sensitization at a general level. It was also observed that a number of best practices such as, awareness programs etc. are followed in the campus. However, on detailed review, it was observed that, as the college is implementing Gender Policy for the first time, some of the practices followed in the institution are not in compliance with the Gender Policy of the institution. A true gender equality can be brought out only when Gender Policy Document is implemented in all its fairness and consistency. This committee appreciates the efforts taken by the college in bringing out gender parity in all walks of college life. The committee specially appreciates the vision of the college in designing its Gender Policy Document that aims to achieve high levels of gender balance in the college campus. The Committee is of the view that the Gender Equality schemes introduced will support the college as it strives to meet the requirement to promote gender equality and eliminate sex discrimination through the action plan which it sets to implement in the coming years. 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 behaviour. 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 country.

Signature of Auditors

1. Manueta Dey
2. Sanilrangan Kar
3. Sujata Moharana.
4. Jaba Varadraj.
5. Samarechi Maharana
6. Jayanta Kti Saha

Hiruti Sanyal
Signature of Principal

Gender Audit Report

(2022-23)

Prananath College (Autonomous),
Khordha

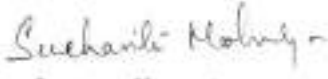




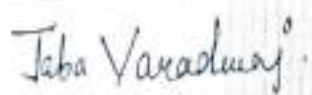
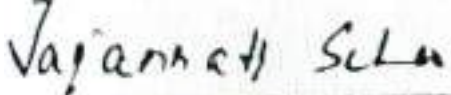
GENDER AUDIT CERTIFICATE

This is to certify that an Gender Audit for Pranath College (Autonomous), Khordha , Odisha has been conducted for the session of 2022-23 to assess good gender balance in all spheres of college activities, suggest measures for bridging gap , foster gender equality in all aspects of college community , increase in the awareness of gender issues.

Place: Khordha

Date:

		
Mrs. Sucharita Mohanty Former HoD, Dept. of Psychology Pranath Autonomous College, Khordha	Mr. Sunil Ranjan Kar Coordinator, Dept. of Economics	Mrs. Sujata Maharana Dept. of Education

	
Mrs. Jaba Varadwaj Dept. of Psychology	Mr. Jagannath Sahoo Dept. of Chemistry

PREFACE

Gender Equality is a global issue, and discussions on women's liberation and her rights are at the pole position of many worldwide formal and informal campaigns. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendation.

GENDER POLICY

- ❖ **There shall not be any kind of discrimination on the basis of gender.**
- ❖ **The institution shall provide equal opportunity for all genders.**
- ❖ **Freedom for all genders to express of free and fair opinion.**
- ❖ **There must be an accessible, active , unbiased and confidential grievance redressal cell**
- ❖ **The institution shall arrange effective measures for safety and security of all gender**

Gender Audit

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

The Gender Audit is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college. 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. WDC & IQAC 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 2021-'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

Introduction

The college owes its origin to the devoted and tenacious efforts of the great soul Late Pranath Patnaik. The idea of having a college at Khordha, cherished in the minds of the local intelligentsia since 1955, could become a reality only on January 28, 1959; on account of the relentless struggle of Late Pranath Patnaik and his zealous associates. The foundation stone of the college was laid by the then Union Minister of Education, Prof. Humayun Kabir. The institution was named as “Khordha College” and Late Pranath Patnaik became its Founder Secretary. The college began functioning primarily as an Arts college with provision for teaching Pre-University Arts course, for which affiliation was granted by the Utkal University. In the year 1970, the Founder Secretary passed away. After his sad demise the College was named as PRANATH COLLEGE in November 1970, in the fond memory of our beloved founder. The outstanding growth of the College is attributed to the donations received from generous public, eminent personalities and the students from time to time. The College is flourishing because of Grants received from the UGC, New Delhi under the Basic Assistance and the Development Assistance in various plan periods and the necessary aid and assistance from the State Government.

Stepping into the forty-eighth year, the College has been granted the autonomous status by U.G.C. w.e.f June 2006. In the same year The NAAC has also accredited the college at ‘A’ level. The college has also been adjudged as a "College with Potential for Excellence" by U.G.C, w.e.f. 24th August 2011. The college has completed 50 years of its existence has celebrated its ‘Golden Jubilee’ on 27th Nov 2010. We are hopeful of a bright future in its way to the pinnacle of glory as envisioned by its legendary founder.

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The college always concentrates on student’s qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

Gender Audit Team reviewed and analyzed the operating environment and context of P.N (Autonomous) College, Khordha. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some

may be altogether different. The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. Special study room, waiting room and parking are provided for the girls.

Audit Methodology

As part of the audit, we conducted a survey through questionnaire specially designed for the students, faculty and the non-teaching staff in order to gather and collect the respondent's perception on the prevailing gender sensitive practices /facilities.

We also obtained gender segregated data on the curriculum, male –female composition across various schools /departments as well as listing of program /workshops /seminars conducted on gender related topics through another google form issued to the management of the institute.

The statistical data provided for 2 academic years together with the finding of the online survey across respondent groups have been analysed and presented logically in the following 7 gender sensitive indicators for a meaningful evaluation to help in identifying lagging areas if any and discover opportunities for improvement and further refinement

Gender sensitive indicators

- a. Curricular aspects
- b. Teaching, Learning and Evaluation
- c. Research and Consultancy
- d. Resources & Infrastructure
- e. Student participation, involvement and placement
- f. Organization and Management
- g. Healthy Practices

Respondent category

- Student
- Teaching faculty
- Non –teaching staff

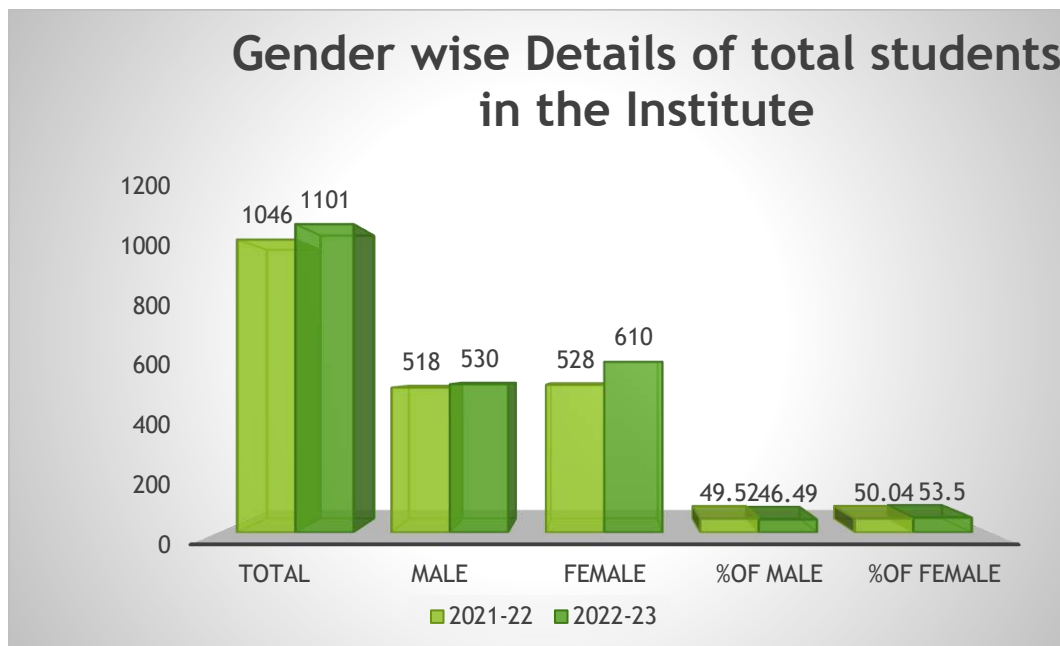
GENDER AUDIT REPORT

Data Analysis of Gender Audit

Data Analysis

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

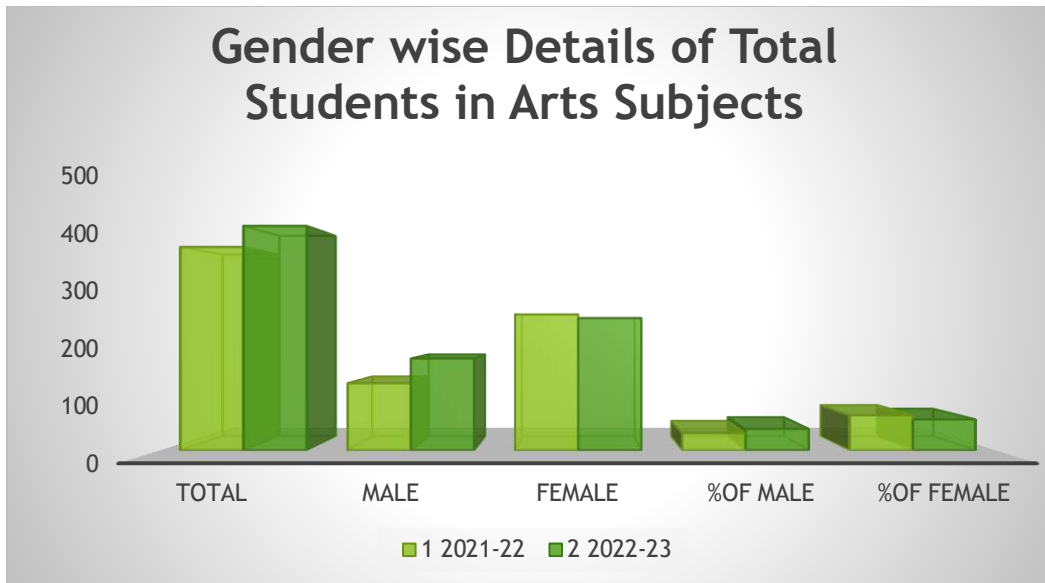
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2021-22	1101	556	545	50.49	49.50
2.	2022-23	1140	530	610	46.49	53.50



The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2022-23 so there is a slight increase from 1101 to 1140. Female students also increased tremendously than male students.

Table: 2 Gender wise Details of Total Students in Arts Subjects

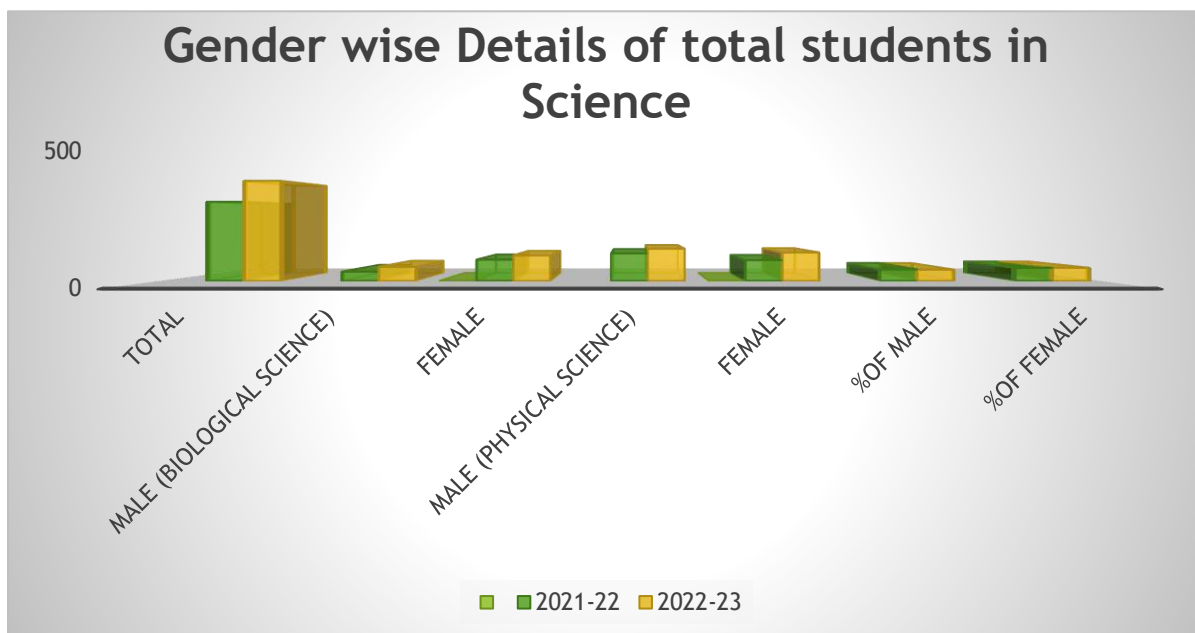
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2021-22	387	128	259	33.07	66.92
2	2022-23	427	175	252	40.98	59.01



The total number of students increases from 387 in 2021-22 to 427 in 2022-23. But we can find that total number of female students reduces while total number of male students increased in Arts subjects. The number of boys in arts subjects such as Economics, Psychology, Odia etc. slightly increased as compared to previous years.

Table: 3 Gender wise Details of total students in Science

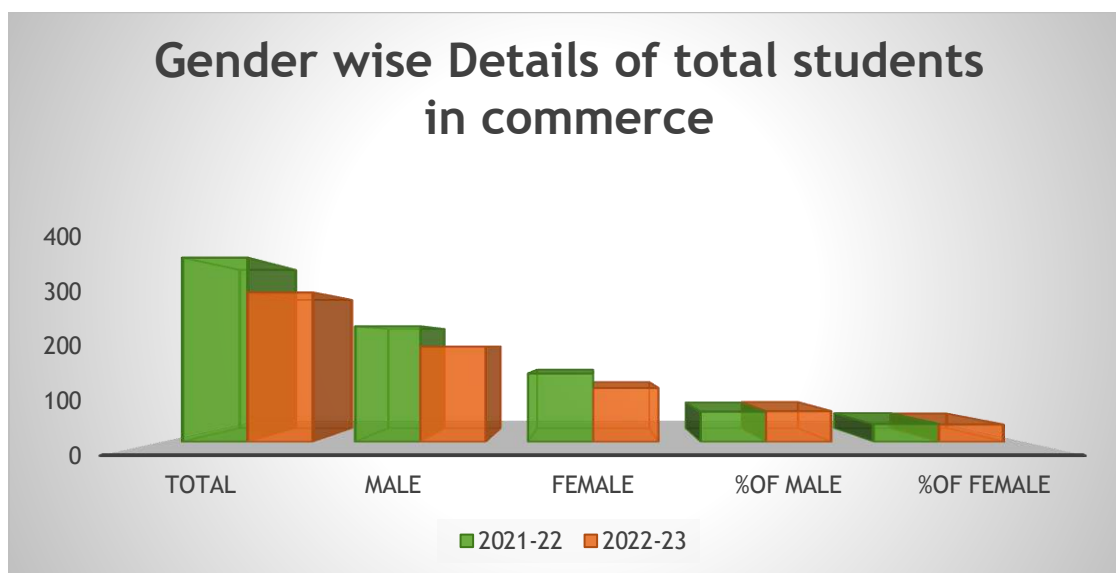
Sl.No.	Year	Total	Male (Biological Science)	Female (Biological Science)	Male (Physical Science)	Female (Physical Science)	% of Male	% of Female
1	2021-22	319	38	86	111	84	46.70	53.32
2	2022-23	403	57	103	130	115	46.17	53.38



In science subject, total number students increased rapidly from 2021-22 to 2022-23. Though the number of male and female are still very less in Biological Science than in Physical Science.

Table: 4 Gender wise Details of total students in commerce

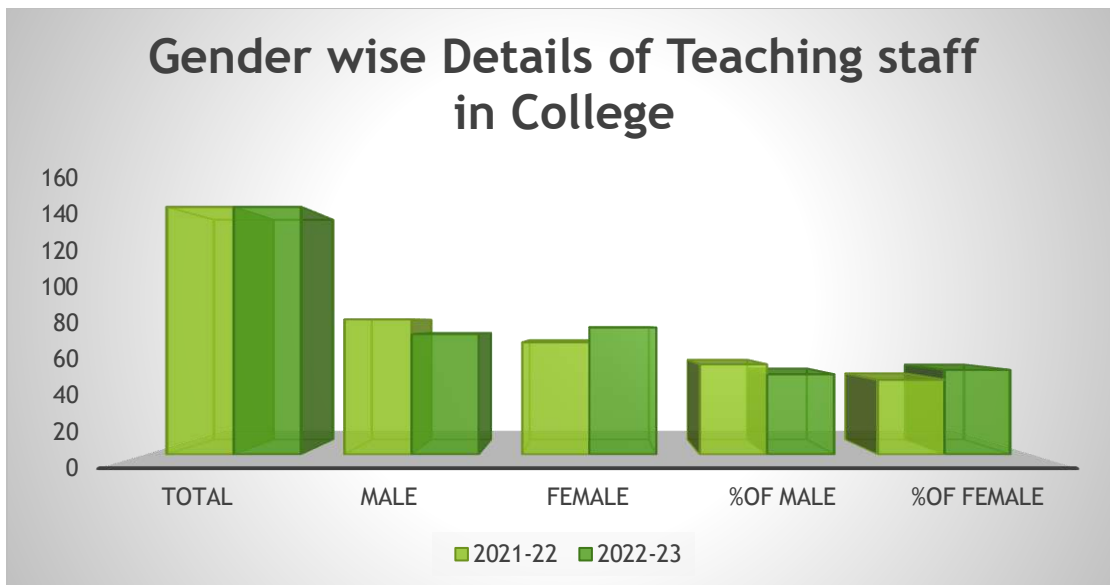
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2021-22	382	240	142	62.82	37.18
2	2022-23	310	198	112	63.87	36.12



In commerce the total number students slightly decreased from 382 in 2021-22 to 310 in 2022-23. The female participation in commerce are very less than male students.

Table: 5 Gender wise Details of Teaching staff in College

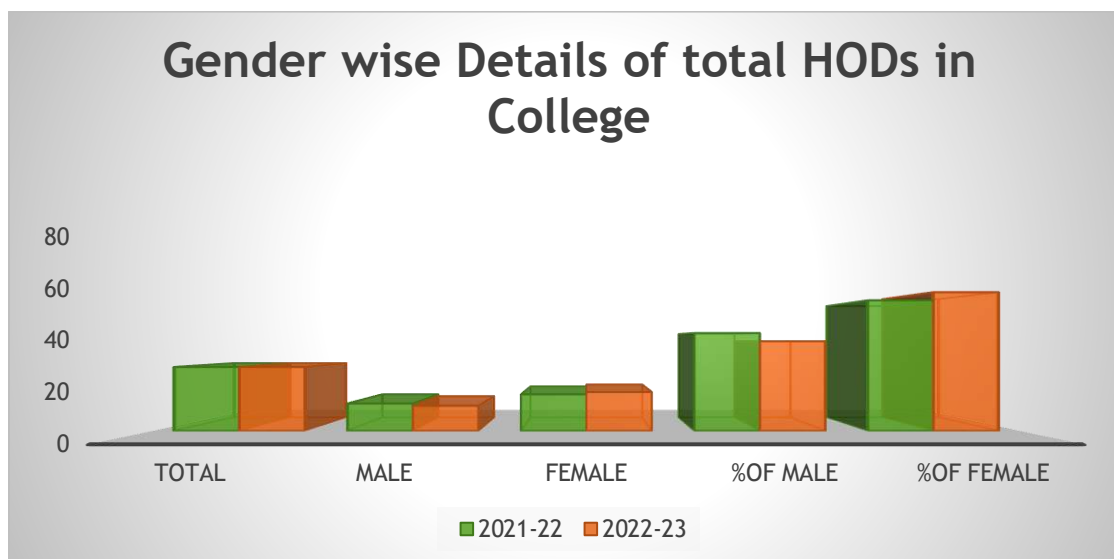
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2021-22	150	82	68	54.66	45.33
2	2022-23	150	73	77	48.66	51.33



The total number of female teaching staff is increasing rapidly as compares to male. This proves that women in Odisha are empowering as time travels. It's also a need of Institution to have more female teachers with more girl students.

Table: 6 Gender wise Details of total HODs in College

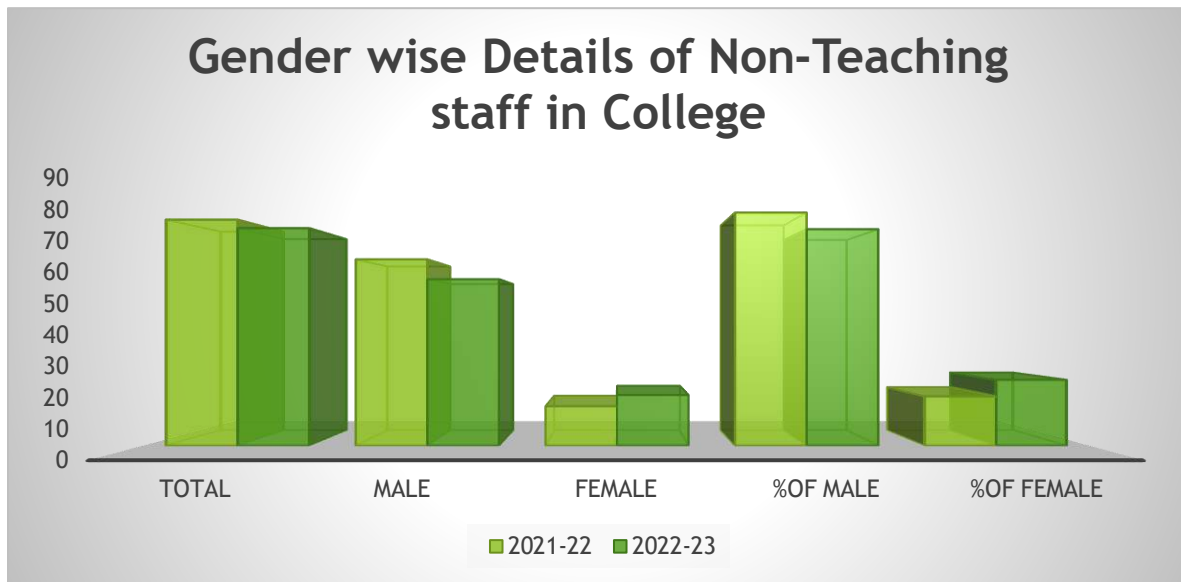
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2021-22	28	12	16	42.85	57.14
2	2022-23	28	11	17	39.28	60.71



Again female HOD staffs are mounting from 16 in 2021-22 to 17 in 2022-23. But the male HOD staffs are rapidly decreasing from 12 to 11.

Table: 7 Gender wise Details of Non-Teaching staff in College

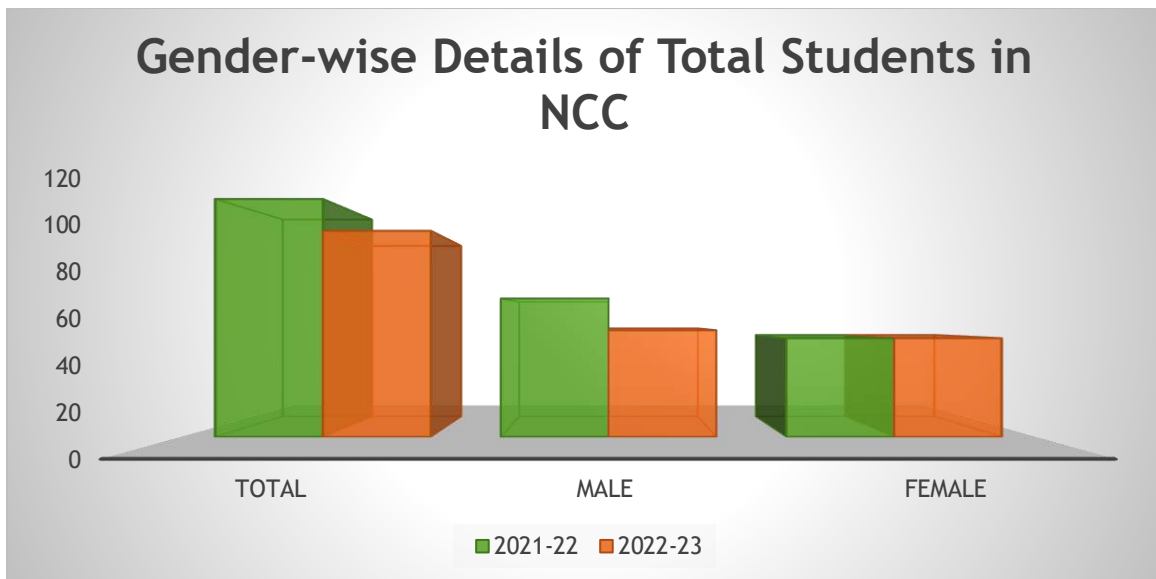
Sl.No.	Year	Total	Male	Female	%of Male	%of Female
1	2021-22	80	66	14	82.50	17.50
2	2022-23	77	59	18	76.62	23.37



Gender wise details of Non-Teaching staff in college shows the percentage of female employees have increased from 17.50 in 2021-22 to 23.37 % in 2022-23. While the number of male non-teaching staffs have reduced from 82.50 in 2021-22 to 76.62% in 2022-23.

Table: 8 Gender-wise Details of Total Students in NCC

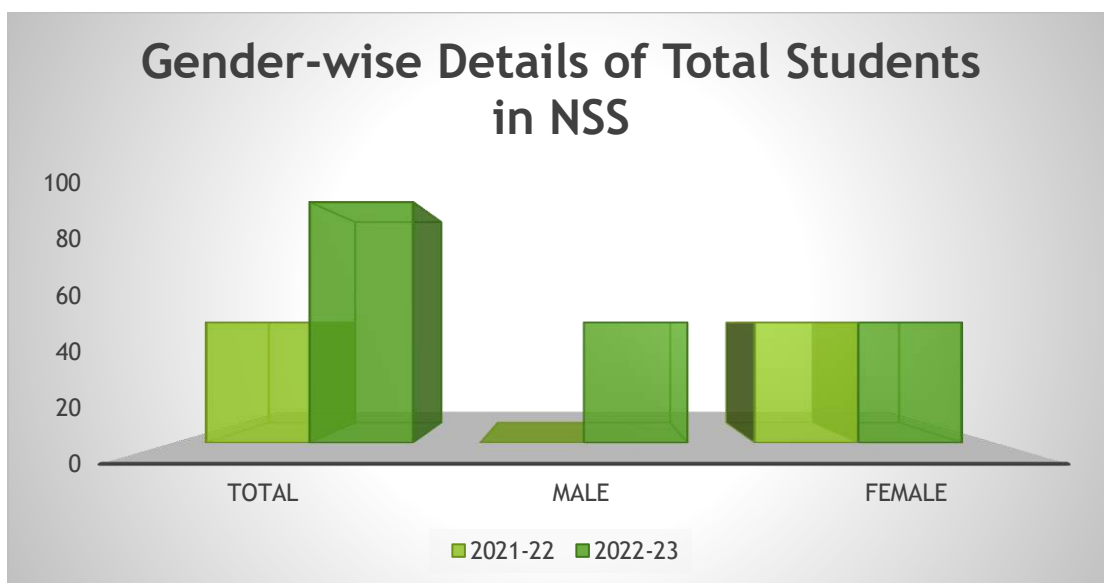
Sl.No.	Year	Total	Male	Female
1	2021-22	120	70	50
2	2022-23	104	54	50



The male student's participation in NCC have reduced from 70 to 54 that indicates a lower level of involvement of boys towards NCC than the participation of female in NCC.

Table: 9 Gender-wise Details of Total Students in NSS

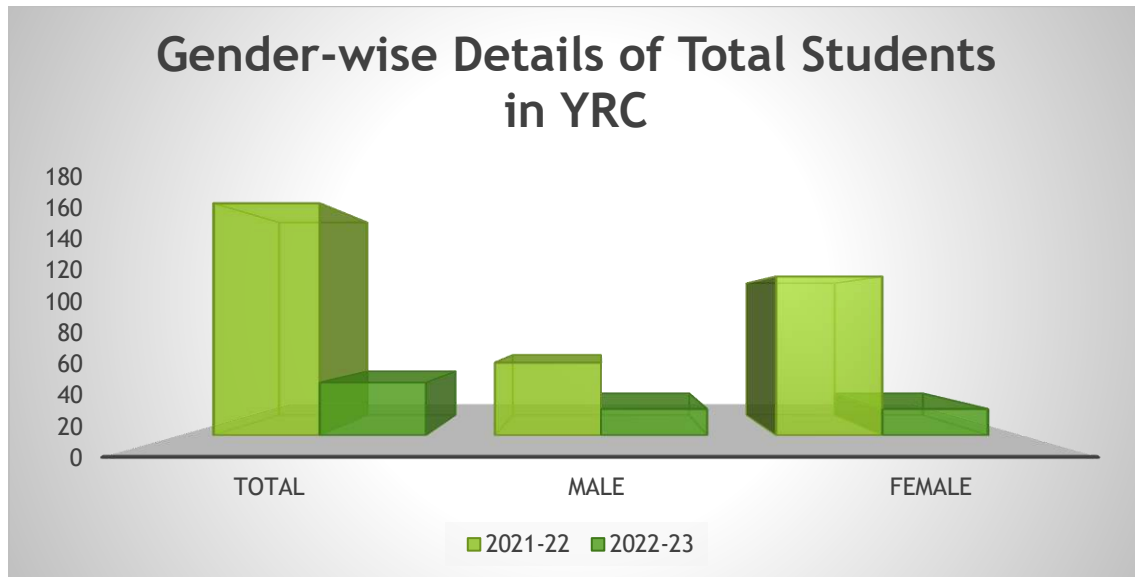
Sl.No.	Year	Total	Male	Female
1	2021-22	50	0	50
2	2022-23	100	50	50



According to NSS data report, in 2022-23 male- female students' participation in NSS are perfectly balanced. But in 2021-22, we can see that there is no male students' participation in NSS.

Table: 10 Gender-wise Details of Total Students in YRC

Sl.No.	Year	Total	Male	Female
1	2021-22	175	55	120
2	2022-23	40	20	20



Male participation in YRC has been reduced a lot from 55 to 20 similarly female participation has decreased from 120 to 20.

Table:11 Gender-wise Details of Total Students in ROVERS & RANGERS

Sl.No.	Year	Total	Male	Female
1	2021-22	84	42	42
2.	2022-23	90	45	45

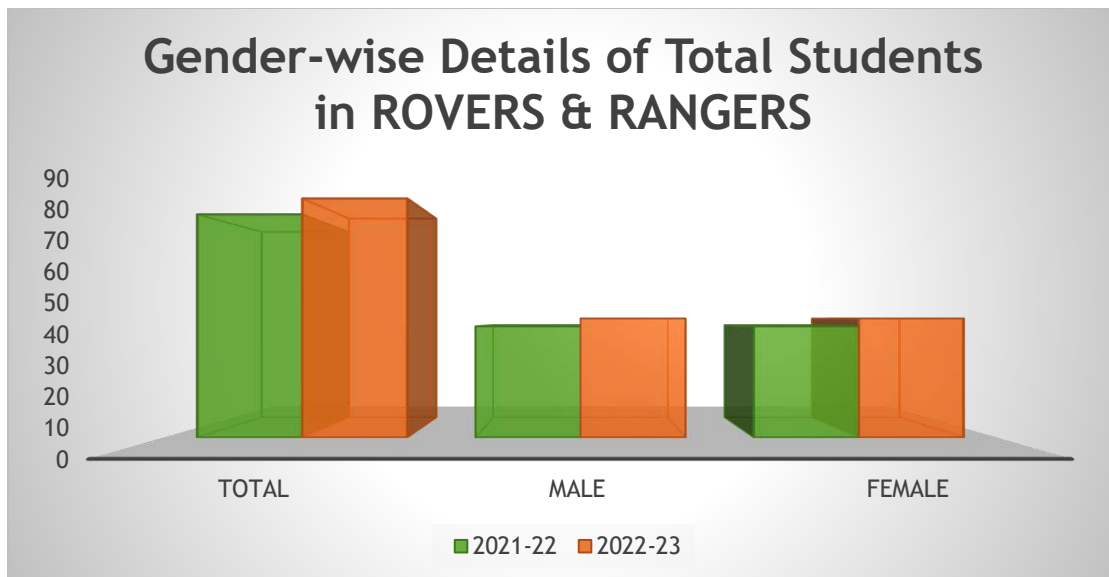
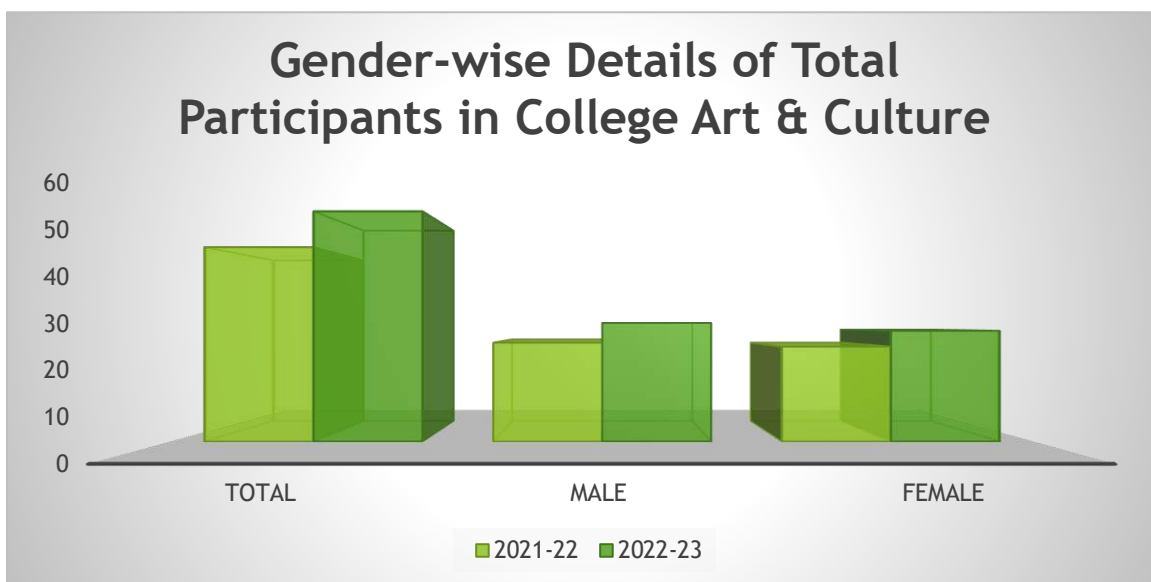


Table: 12 Gender-wise Details of Total Participants in College Art & Culture

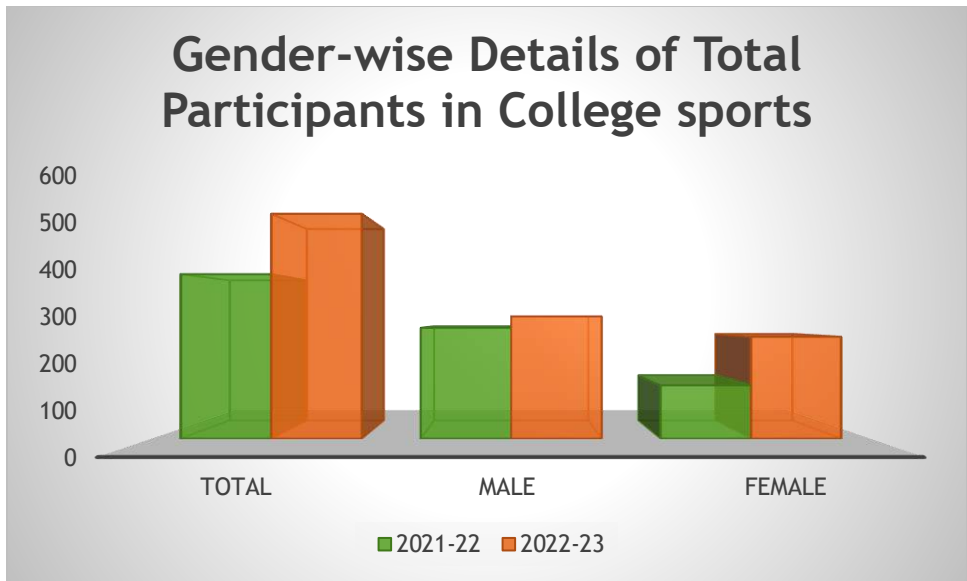
Sl.No.	Year	Total	Male	Female
1	2021-22	49	25	24
2	2022-23	58	30	28



Total student participants has increased from 49 in 2021-22 to 58 in 2022-23. Participation of male and female students shows an improvement of interest towards Art & Culture.

Table:13 Gender-wise Details of Total Participants in College sports

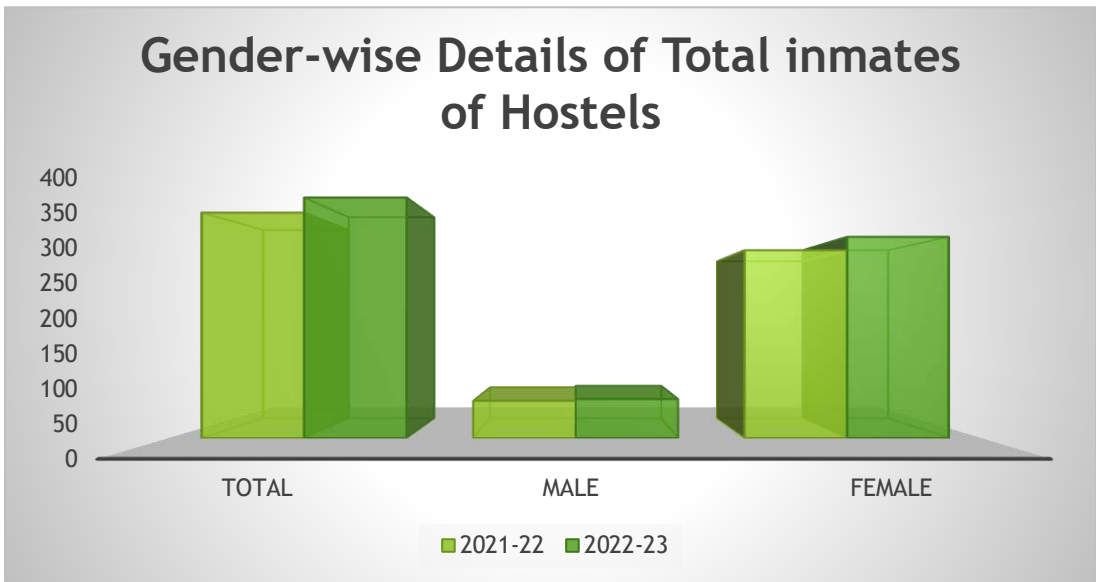
Sl.No.	Year	Total	Male	Female
1	2021-22	403	272	131
2	2022-23	550	300	250



Gender equality is accurately pertinent in the field of sports in this college because there is almost equal number of male and female participants in sports.

Table: 14 Gender-wise Details of Total inmates of Hostels

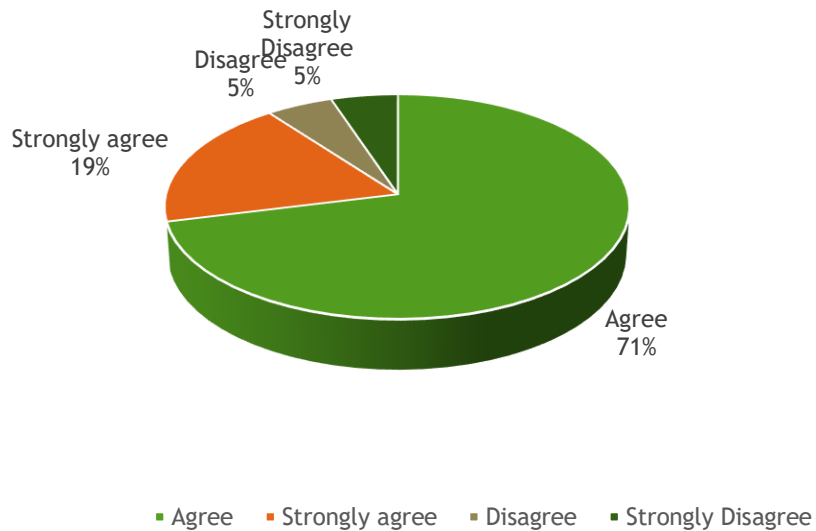
Sl.No.	Year	Total	Male	Female
1	2021-22	374	62	312
2	2022-23	399	65	334



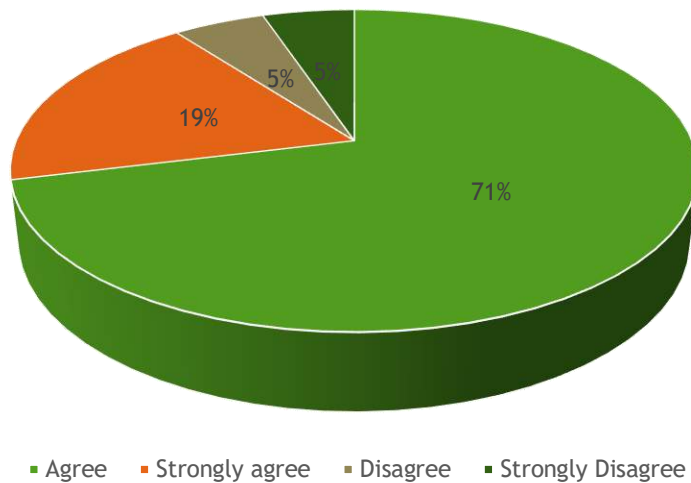
Female hostel has more demand than male one, as we can see from this graph there is more female hostel members rather than male hostel members.

Number of Survey participants-620

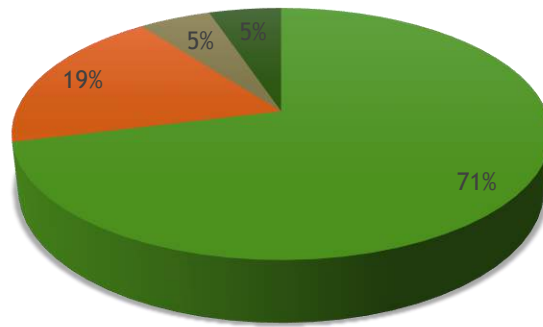
The college conducts gender sensitization program as a part of its curriculum



The college conducts gender awareness programs as a part of its curriculum

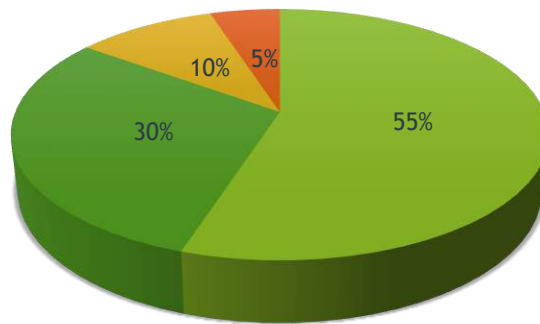


Adequate number of toilets are available in the campus for girls.



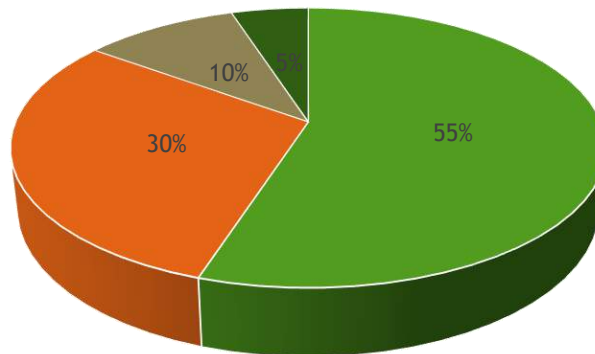
■ Agree ■ Strongly agree ■ Disagree ■ Strongly Disagree

Adequate disposal bins are available in the toilet



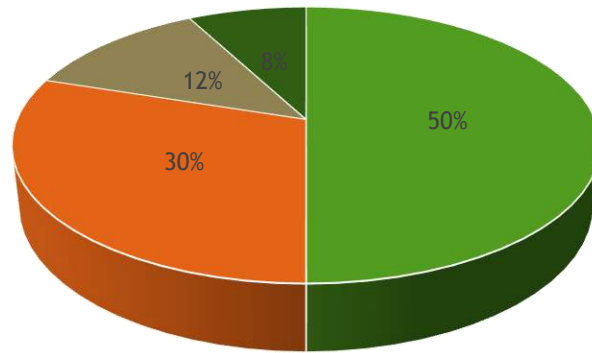
■ Agree ■ Strongly agree ■ No opinion ■ Strongly Disagree

Adequate lighting is available inside the campus during night



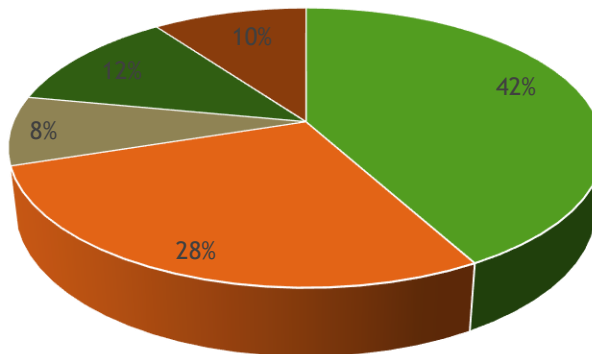
■ Agree ■ Strongly agree ■ No opinion ■ Strongly Disagree

Adequate security arrangements inside the campus



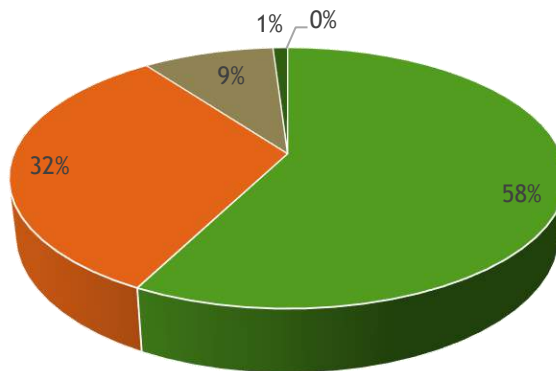
■ Agree ■ Strongly agree ■ No opinion ■ Strongly Disagree

Awareness of Students about Women Cell



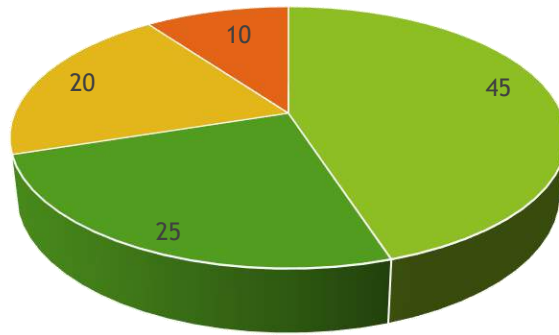
■ Agree ■ Strongly agree ■ No opinion ■ Disagree ■ Strongly Disagree

Avalability of Lady Faculties in the women cell



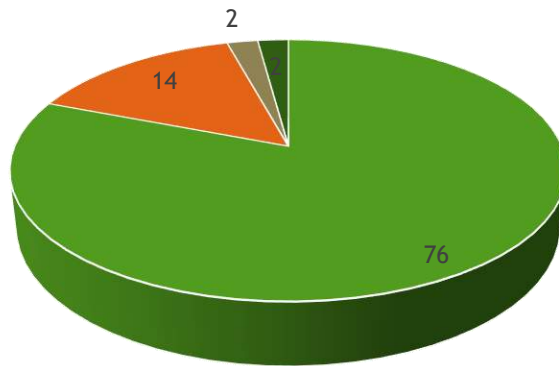
■ Agree ■ Strongly agree ■ No opinion ■ Disagree ■ Strongly Disagree

Do you reach out to women cell?



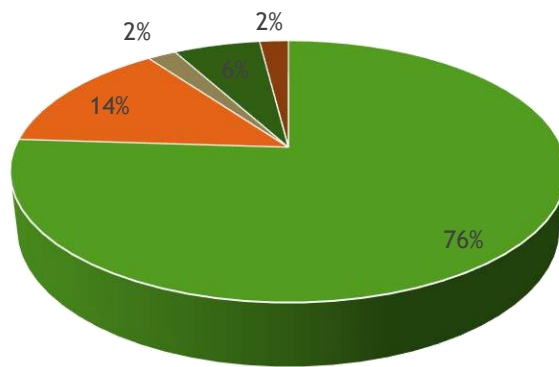
■ Agree ■ Strongly agree ■ No opinion ■ Strongly Disagree

A grievance redresses cell has been set up



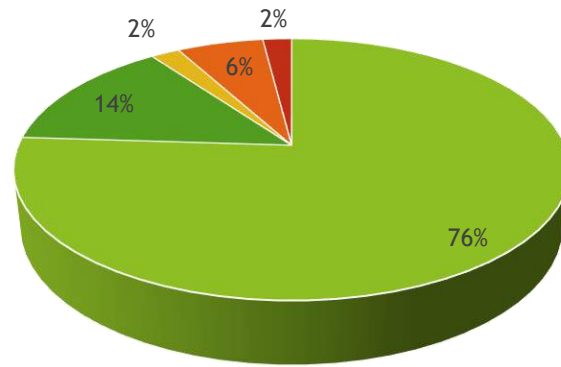
■ Agree ■ Strongly agree ■ No opinion ■ Strongly Disagree

The classroom offers equal opportunities to all



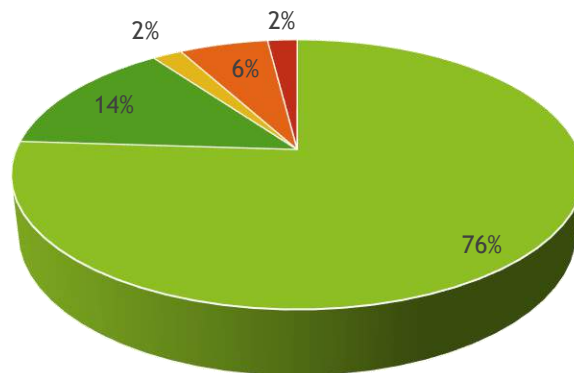
■ Agree ■ Strongly agree ■ No opinion ■ Disagree ■ Strongly Disagree

Equal opportunities to all genders on sports



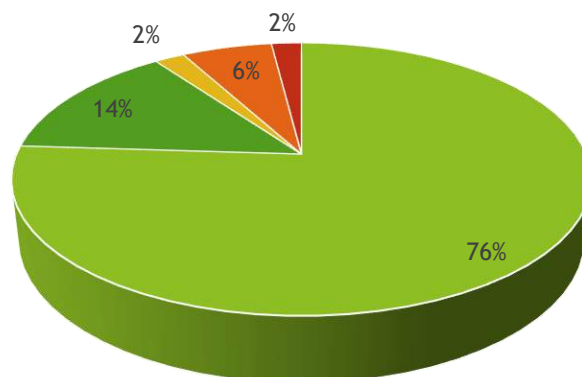
■ Agree ■ Strongly agree ■ No opinion ■ Disagree ■ Strongly Disagree

The equal opportunity to all genders to work with various clubs and forums



■ Agree ■ Strongly agree ■ No opinion ■ Disagree ■ Strongly Disagree

The equal opportunity to all genders for free and fair expression of ideas



■ Agree ■ Strongly agree ■ No opinion ■ Disagree ■ Strongly Disagree

Salient Findings

- Students strength particularly girl's strength is high in both arts and science UG programmes
- Boys' enrolment is more than that of girls in most of the classes of commerce.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- Gender strength in regular teaching staff is higher than male but just the opposite in non-teaching staff where male outnumber females
- All students are aware about the functioning of Women Development Cell in the campus and about the full-time lady faculty in charge as Women Development Cell Coordinator.
- There is equal opportunity for all genders in the classroom and library.
- Adequate toilet facility is available for girl students inside the campus and hostel.
- Majority of the students opinioned that adequate safety arrangement has been made in the campus during day and night.

Suggestions

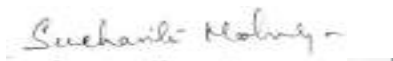
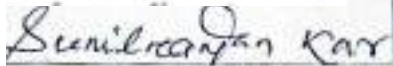
- ❖ Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities
- ❖ The number of female staff to decision making bodies may be increased
- ❖ Organise more sports programmes on a regular basis.
- ❖ More awareness program on legal rights
- ❖ College intends to introduce self-employment trainings in different subjects.
- ❖ Improve the marketability of the products made by students

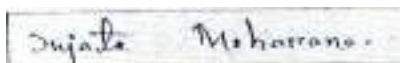
Conclusion

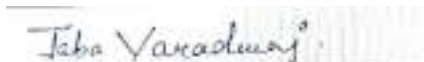
The main findings of the audit show that, in general, all the departments and students are aware about the need for gender sensitization at a general level. It was also observed that a number of best practices such as, awareness programs etc. are followed in the campus. However, on detailed review, it was observed that, as the college is implementing Gender Policy for the first time, some of the practices followed in the institution are not in compliance with the Gender Policy of the institution. A true gender equality can be brought out only when Gender Policy Document is implemented in all its fairness and consistency. This committee appreciates the efforts taken by the college in bringing out gender parity in all walks of college life. The committee specially appreciates the vision of the college in designing its Gender Policy Document that aims to achieve high levels of gender balance in the college campus. The Committee is of the view that the Gender Equality schemes introduced will support the college as it strives to meet the requirement to promote gender equality and eliminate sex discrimination through the action plan which it sets to implement in the coming years. 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 behaviour. 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 country.


Signature of Principal

Signature of Auditors







ANTI SEXUAL

HARASSMENT CELL

P.N. AUTONOMOUS COLLEGE,

KHORDHA

25-6-24

Principal
Prananath College (Autonomous)
Khordha

As per the guidelines of UGC and Supreme court an Anti-sexual Harassment Committee be established by the college to provide a healthy atmosphere to the students of the college. Anti-sexual Harassment Committee deals with issues relating to sexual harassment. The committee is formed to prevent sexual assault, rape and other related crimes on girls students. With regard to the Supreme court Judgement and guidelines issued in 1997 to provide for the effective environment of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the Universities, advising them to establish a permanent cell and committee; to develop guidelines to combat sexual harassment, violence against women and ragging at the Universities and colleges. Keeping the above guidelines in view "Pranarath Autonomous College" has constituted a ~~meeting~~ committee against sexual harassment.

The Supreme Court of India, in a landmark Judgement in August 1997 stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Article 19(1)(g). Another Supreme Court Judgement in January 1999 has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender equality and the right of the liberty and life". Based on these, Utkal University, to which the college is affiliated, made it mandatory for the affiliated and constituent college to adhere to following from the year ~~2009~~ 2019.

Pranarath Autonomous College, Khordha has committed itself to provide a congenial and conducive environment, in which students, teachers and non-teaching staffs can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to aware of the commitment to the rights to freedoms of

opposes any form of gender discrimination and violence.

DECLARATION OF POLICY:

P.N. college (Autonomous) Khorolha, shall value the dignity of individuals, enhance the development of its human resources, guarantee full respect for human rights, ensure the full enforcement of "Fundamental Rights" under Articles 14, 15, and 21, of the constitution of India, and uphold the dignity of workers, employees, applicants for employment, student of undergoing training, construction or education. Towards this end, all forms of sexual harassment in the employment, education, training environment are hereby declared unlawful.

OBJECTIVES OF THE POLICY

- 1 → To fulfill the directive of the Supreme Court as per the Utal University in respect of implementing a policy against sexual harassment in the institution.
- 2 → To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in institution.
- 3 → To ensure the implementation of the policy in letter and through proper reporting of the complaints and their follow-up procedure.
- 4 → To provide an environment free of gender based discrimination.
- 5 → To ensure equal access of all facilities and participation in activities of college.
- 6 → To create a secure physical and social environment that raise awareness about sexual harassment.

GOAL : Prevention of sexual harassment to ensure safe environment for girls students for the studies.

Anti sexual harassment cell receives all complaints of students, teaching and non-teaching staffs are treated with dignity and respect and all the complaints should be maintained confidential.

FALSE REPORTING : Intentionally making a false report or providing false information is grounded for indiscipline.

JURISDICTION : The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made.

1. By a member of institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
2. By an outsider against a member of the college or by a member of the college against an outsider if the sexual harassment is alleged to have taken place within campus.
3. By a member of the college against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such case the committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

Shabana
25-6-24

ANTI-SEXUAL HARASSMENT CELL - 2019-20

PRANANATH COLLEGE AUTONOMOUS, KHORDHA

Date: 11/01/2020

Venue: Principal office.

MINUTES OF MEETING

- * Discussion regarding conducting a program for the students.
- * The members of the committee decided to conduct a program on regarding gender sensitization.

NAME OF THE INCHARGE STAFF

SIGNATURE

1. Dr. Shyamsunder Das
2. Dr. Rajendra Nath Mishra
3. Dr. Binduchree Mishra
4. Dr. Nandita Chhotray
5. Dr. Manita Pattnaik
6. Dr. Sunita Tripathy
7. Lt. Asima Satapathy
8. Prof. Sunil Ranjan Kari

11.1.20

Sunita Tripathy
Satapathy

25-6-24

11.01.2020

PRANANATHI AUTONOMOUS COLLEGE, KHORDHA

Date : 30/03/2021

Venue :

- MINUTES OF MEETING :-

- * Discussion was made to conduct a program for the student.
- * The members ~~the~~ committee decided to conduct a program on regarding "Mental Health challenges faced by students and Remedies."
- * The chief guest of the program was decided and confirmed.

NAME OF INCHARGE STAFF

SIGNATURE

1. Sr. Nandita Chhotray.
2. Prof. Prasanna Ku. Sahoo
3. Prof. Ashok Ku. Pradhan.
4. Sr. Sunita Tripathy
5. Capt. Arima Satapaty.

Sunita Tripathy
Tripathy

25.6.21

11.01.2023

ANTI SEXUAL HARASSMENT CELL - 2021-22

PRANANATH AUTONOMOUS COLLEGE, KHORDHA

Date :- 18/10/2021

Venue :-

MINUTES OF MEETING

→ Discussion regarding conducting a program for the students.

→ The members of the committee decided to conduct a program on regarding the "Gender Sensitization".

NAME OF INCHARGE STAFF

SIGNATURE

1. Dr. Mausumi Konungo
2. Mr. Pradip Ku. Sahoo
3. Mr. Ashok Ku. Pradhan
4. Dr. Nandita Chhotaray
5. Dr. Sunita Tripathy
6. Capt. Azima Satapathy

Sunita Tripathy
Satapathy

Pranath
11.01.2022

Pranath
25.10.21

Principal
Prananath College (Autonomous)
Khordha

Programme :- Gender Sensitization

Venue :- P.N (Aut) College, Principal office

Date :- 19/08/22

Time :- 2:30 PM

MINUTES OF MEETING

Meeting of the anti sexual harassment committee was held on 19/08/2022 at 2:30 PM and the following resolutions was passed.

Resolutions :-

- * It is resolved that the step to be taken for anti sexual harassment is such a way that is as per the Vishaka guideline
- * For purpose of the girl students to give complaints suggestion message through hotline numbers may be facilitated.
- * It is resolved that an awareness programme is to be organized among girls students to give complaints in case of harassment
- * It is also resolved that on different occasions the boy students should be advised to maintain cordial relationship with girls students.

1. Dr. Mausumi Karungo
2. Mr. Pramod Ku. Samal
3. Dr. Nandita Chhotaray
4. Dr. Sunita Tripathy
5. Mrs. Madhusmita Chhotaray
6. Ms. Lipa Rani Nayak
7. Ms. Mitali Madhusmita Panda

ACTIONS TAKEN :

- check Antisexual Harassment box monthly.
- Assign to check the box.
- Dr. Mausumi Karungo
- No complaints received so far.

Principal
 11.01.2023
 Principal
 Prananshi College, Khordha

25-1-24

Programme : Gender Sensitization

Venue :

Date : 07/08/2023

Time : 2:30pm

MINUTES OF MEETING :-

→ Meeting of the Anti Sexual Harassment committee was held on 07/08/2023 at 2:30 PM and following resolutions were passed.

→ Resolutions :

* It is resolved that the steps to be taken for antisexual harassment be such a way that it is as per visakha guidelines.

* For purpose of the girl students to give complaints suggestion box message through hotline number may be facilitated.

* It is resolved that an awareness programme is to be organised among girl students to give complaints in case of harassment.

* It is also resolved that on different occasions the boy students should be advised to maintain cordial relationship with female students.

25.6.24

1. Dr. Prasanna Nayak
2. Mr. Pramod K. Samal
3. Mrs. Madhumita Chhetaray
4. Dr. Sunita Tripathy
5. Mrs. Asima Satapathy
6. Dr. Prachi Prakash Nayak
7. Dipa Rani Nayak
8. Bhagban Khillar

Prachi Prakash
 Principal
 Pranath College (Autonomous)
 Pranath College (Autonomous)
 Khordha

B. A. M.
 24-6-24
 Principal
 Pranath College (Autonomous)
 Khordha




LET'S TAKE OUR CAMPUS TO
ZERO 
TOLERANCE

HOSTEL A.S.

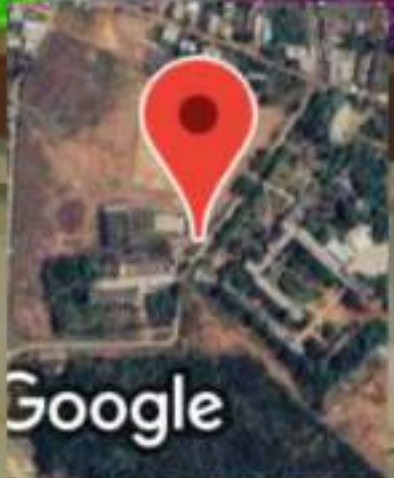
[Small poster on pillar]

ANTI RAGGING & ANTI SEXUAL HARASSMENT CELL



 GPS Map Camera

Khordha, Odisha, India
5JJQ+77W, Khordha, Odisha 752057, India
Lat 20.180616°
Long 85.638441°
30/06/23 11:31 AM GMT +05:30



Google

WOMEN IN KEY POSITION



GPS Map Camera

Khordha, Odisha, India

5JJQ+CR2, Khordha, Odisha 752057, India

Lat 20.181065°

Long 85.639521°

04/07/24 10:53 AM GMT +05:30

Google



WOMEN IN KEY POSITION

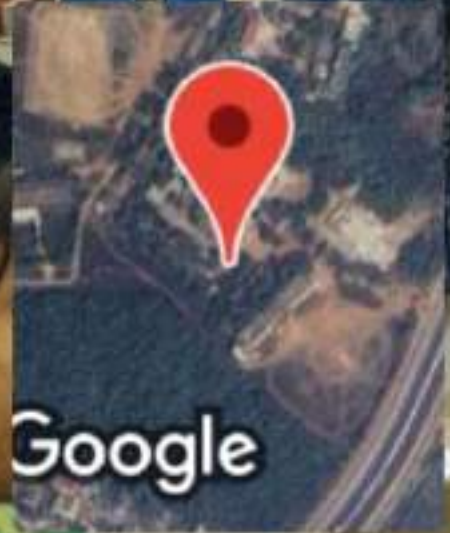


INTERNATIONAL WOMEN'S DAY CELEBRATION

Celebration Of
"International Women's Day"
PRANANATH COLLEGE (AUTONOMOUS), KHORDHA
INTERNATIONAL SEMINAR
WOMEN'S EMPOWERMENT
WOMEN'S ENTREPRENEURSHIP
WOMEN'S INVESTOR




GPS Map Camera



Khordha, Odisha, India
5JHQ+VRW, Khordha, Odisha 752057, India
Lat 20.179771°
Long 85.639544°
11/03/23 02:15 PM GMT +05:30

Google



 **GPS Map Camera**

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