

GENDER AUDIT OF
U.N. AUTONOMOUS COLLEGE OF SCIENCE AND TECHNOLOGY
(2019-2020)



**U.N. AUTONOMOUS COLLEGE OF SCIENCE AND TECHNOLOGY
ADASPUR, CUTTACK.**

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➤ Introduction of the Institution

Nestled in the lap of eastern Odisha, The Udaya Nath Autonomous College of Science and Technology, has taken long strides to reach its destination- a holistic approach of life through meaningful education. The history of the college reflects the history of the progressive rural area-the socio-economic and cultural life of the location and the history of the delivering true education to the common people. The college owes its origin to 1982 when it made only a non-formal appearance in the name of Prachi Mahavidyalaya under the roof of the Prachi Academy in the vicinity with Arts at the higher Secondary level. Yet it was rendered rudderless owing to the lack of patronage. Under the dynamic leadership of S.J. Trilochan Kanungo, former Member of Parliament (LS), educationalist and social thinker of our times and generous and noble financial contribution made by the late Udaya Nath Sahoo of the locality, the college managed to weather the difficulties. Named after the patron as Udaya Nath Autonomous College of Science and Technology, the college was transferred to its own building at Prachi Jnanapitha on December 1986. The other two streams of science and commerce at the H.S. level were introduced and all the three streams were accorded official recognition and affiliation together in 1987.

The college is affiliated to UTKAL UNIVERSITY and to the CHSE, Odisha. It was included in 12 B and 2f under the UGC Act on 17 and 22 December 2003 respectively. The college was accredited B+ scoring 78% marks by the National Assessment and Accreditation Council (NAAC) w.e.f. 26.02.2006 for five years. The college merited to be accorded the coveted status of AUTONOMY by the UGC in January 2009. Autonomy status is extended by UGC till 2023. The award of the status of autonomy is a great milestone in the glorifying history of the institution. The massive infrastructure owned by the college is the cause of envy and admiration. It has in its proud possession Arts block, science block, commerce block, administrative block, academic block and an imposing three storied octagonal library building block equipped with all modern facilities with Lord Ganesh taking the center stage on its ground floor, Prachi Gymkhana and stadium built over an area of 11 acres of land, 3 Gents hostel, 3 Ladies hostels, Principal's Quarters, Staff Quarters, Pump House, Cycle shade, canteen etc. add to the ever immovable assets of the college. The college installed a 125KVA DG set on 22.07.10 and 250 KVA DG set in the year -2016 to ensure 24 hours supply of electricity in the premises. The Saraswati temple in the premises was consecrated in a specially arranged religious ceremony by Sri Sri Prajnanandaji

Maharaj on the auspicious occasion of 24 June 2010. The lush delicate gardens and orchards as old as the college itself beautify the landscape, maintain ecology and create an ambiance congenial to exploiting its potential. The swimming pool under UGC scheme is completed in the year 2019-2020, which is considered as one of the major wings of the sports complex of our college. It is the only swimming pool of the state at a college level. The college has had 2 NCC units- one for boys and another for girls , 4 NSS Units 1 Rover Unit, 1 Ranger Unit and 2YRC Units engaged in welfare schemes.

Mission

To disseminate knowledge among students through developing their academic abilities, interpersonal abilities, extracurricular interests and creative sensitivity.

Vision

1. To plan for student assessment on a regular basis.
2. To safeguard and uphold the cultural past
3. To improve the institutions academic set up
4. To offer a free and impartial assessment system.
5. To encourage personal growth by using a comprehensive strategy.
6. To integrate the ethical ideals in to the educational system.
7. To serve a commitment to social responsibility and civic duty.
8. To encourage innovation, good sportsmanship and leadership skills

❖ The major objectives of this Gender Audit are:

1. To know about the gender balance in the institution
2. To establish good gender balance in decision-making processes in all areas of the college activities
3. To know about gender perception in the campus
4. To eliminate gender, discriminate in any from including sexual harassment within the college premises

Concept of Gender:

Gender audit is a process to assess and understand the organization or institution's current practices and situation with gender perspective and identify the gaps of gender equality of the organisations and institution including their policies,

programs and project in every private and public, non-profit section and other types educational institution. it is an assessment process to identify and analysed the main gender biases in any organisation or in educational institution. A gender audit also examines and evaluate Trust Deed or Regulations by referring to the Act of Legislature given by the Government for the institution. The rationale for doing gender audit is that they raise women's awareness about their rights and claims and their access to resources and opportunities. its helps to gather qualitative data about the gender audit in institution which has to be analyse later, it creates the baseline in which the design of gender equality plan base on. it also creates a common awareness among all and background of understanding in the institution as this help for the future in implementation of the gender quality plan in the institution or in any organisation. A gender audit is a social audit that belongs to the quality audits category that distinguishes it from cultural and traditional financial audits. Gender audit in an internal practice or support systems for gender mainstreaming creates a baseline to identify critical gaps and challenges in the organization or any educational institution and recommend ways to address them to suggest possibilities for improvement and innovation. Gender audit also gives a document of good ways to achieve gender equality in organizations or educational institutions. A gender audit usually includes two dimensions.

1. An internal audit: Internal audits evaluate accounting processes of the company's or any institutes internal controls including corporate governance. An internal audit ensures regulations, compliance with laws and its help to maintain accurate financial time to time report and the data collected. It also provides management materials which is necessary to attain operational efficiency by looking problems and correcting it before into external audit. Internal audit controls the process implemented by the organization or institutions to ensure the integrity of financial and accountant information, help to prevent fraud and also promote accountability.
2. An external audit: It is a process of examining account and financial record of the institution in its policies of the programmes in the institution. It evaluates to what extent gender integration and the inclusion of benefits to. Both male and female are invited to involved in the audit process. An external audit sees to determine the condition and of the institution, it operate across a specific period and can take place as part of a standard annual review or during a special review. Auditors are appointed at an annual general meeting (AGM) or by the board of trustees of the institution. When these two audits

are applied to policies, programmes project or services of organizations or educational institutions, gender audit comes up by exploring to what gender quality extent is mainstream in policy objectives and further assesses to extent policy intention which are carried out in specific initiatives in programmes, projects of the organization or institution. In the beginning gender audit analyses whether gender specific objectives are there or not or if gender mainstream are in general objectives of the policy to guarantee which contribute to gender gaps and ensure that both male and female equally benefit or the inequalities are not perpetuated in accordance with gender needs. So, gender audits analyse how gender mainstreamed in the implementation of phases in the programmes, projects of organization and institutions. Then in finale phase gender audit evaluates phase investigation of indicators which includes in gender perspective in the terms of sex-disaggregated and progress to gender equality in the organization or in institutions.

The theoretical framework and the process of Gender Auditing:

A gender audit is generally defined as gender evaluation or technical assessment before 10 years, where audit went beyond to includes personal and institutional biases in the culture of the organization which prevented gender quality objectives and taken forward. However, today the distinction seems blurred. Now many organization and educational institutions use the term audit before it was called evaluation. Where the gender evaluations tend to encompass internal issues which were provinces for audits. Creating a gender audit group in the organization and educational institution is always a recommended approach. Depending on the organization or institution 10 people could be involved. Selecting people within the organization and institutions helps to generate the results of gender audit.

The process of gender audit:

1. Preparing the gender audit

- Review of the organizational or institutional readiness of the gender audit: this is the first step to obtain the commitment of the management and within the institutions or organization itself to the gender equality principles and competences on gender equality and gender mainstream.

- Creation of a gender audit team in the organization and institute. The team members are of internal staffs, in charge of gender quality and human resources or the members may be of both internal and external consultants who are contracted to development and implement in the gender audit methodology. The selected team members are responsible for making the gender audit strategy and clarifying the gender equality objectives of internal and external policies of the starting point of the audit.

- In the process of gender audit conceptual and methodological framework should be implemented: Here the participatory approach is adopted as the recommendation to ensure that gender-specific concerns of auditors involved are taken in to consideration to get their support for the implementation of the audit to be done. The conceptual framework must be on focusing on the level of the policies of the organization or an institution and the objectives are on be against the gender equality of the audit to be conducted. And the conceptual framework also includes gender indicators to measure the role of gender equality and gender mainstreaming in the organization or in the institution. Looking after gender – sensitive language is also important throughout the audit.

2. Carrying out the audit. The following methods consist to implement to collect analyse and formulate audit finding:

- **Desk review and analysis of the organisations or institutional key documents Consultation:** the consultation aims to complement information collected through the desk review and analyses to gather more evidence it is done through interviews, FGD, self- assessment, surveys or with channel consultation.

- **Tabulation and analysis of the collected data:** these data are analyses using different gender analysis methodologies.

- **Sharing and discussing the main findings:** before the final report is made for the audit the organizational or institutional manager will present it and share with both men and women participant participated in the audit. Drafting of gender equality plan and creation of a gender committee: after drafting the gender equality plan there need to create a gender audit committee in which there will be the manager of the organization, internal staffs and stakeholder

to draw the finding which gather in the audit and then a gender equality plan will be drafted aiming to improve gender mainstreaming and gender equality in the institution or in any organization and evaluate the gender equality plan.

Methodology

The gender audit was conducted under the broader framework of Gender Integration Framework (GIF) that consists of four organizational dimensions required for gender integration namely technical capacity, political will, organizational culture, and accountability. Of all the four dimensions the element of political will is the most crucial one since it symbolizes the support, leadership, enthusiasm, and commitment of the members towards creating a gender-neutral environment in their organization.

Organization culture comprises of the norms, customs, beliefs and code of conduct in an organization that bolster up or undermine gender equality in the institutional setting.

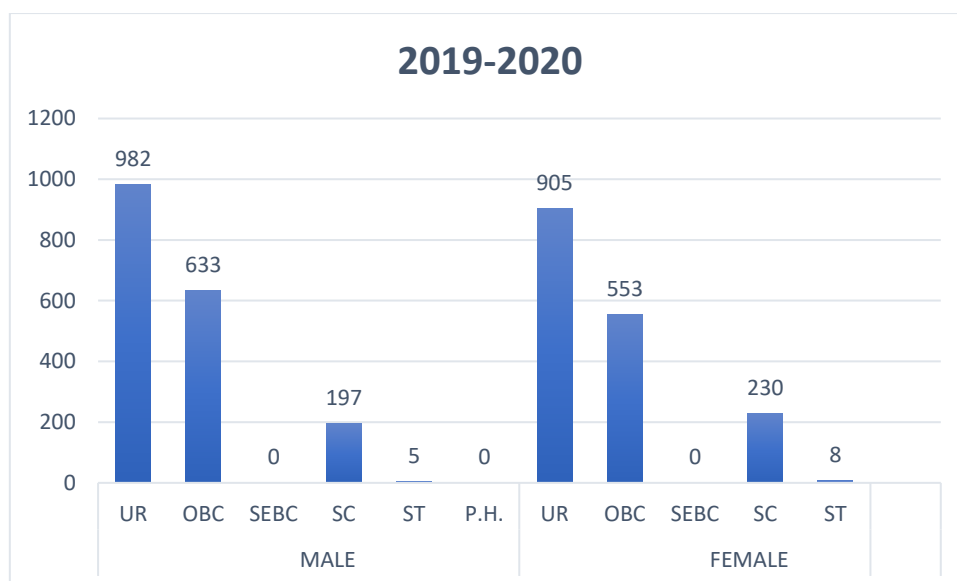
The technical capacity on the other hand includes the ability, skills and qualifications, that an individual must possess to implement the practical aspects of gender integration framework in the organization, thereby establishing a gender equitable organizational process.

The fourth dimension of the Gender Integration Framework (GIF), that is accountability implies the various mechanisms used by the organization to achieve gender equality in all its programs and organization structure.

Integrating gender into the activities, programs and structure of an organization

Gender classification UG

YEAR	MALE						FEMALE					
	UR	OBC	SEBC	SC	ST	P.H.	UR	OBC	SEBC	SC	ST	P.H.
2019-2020	982	633	0	197	05	0	905	553	NIL	230	08	0

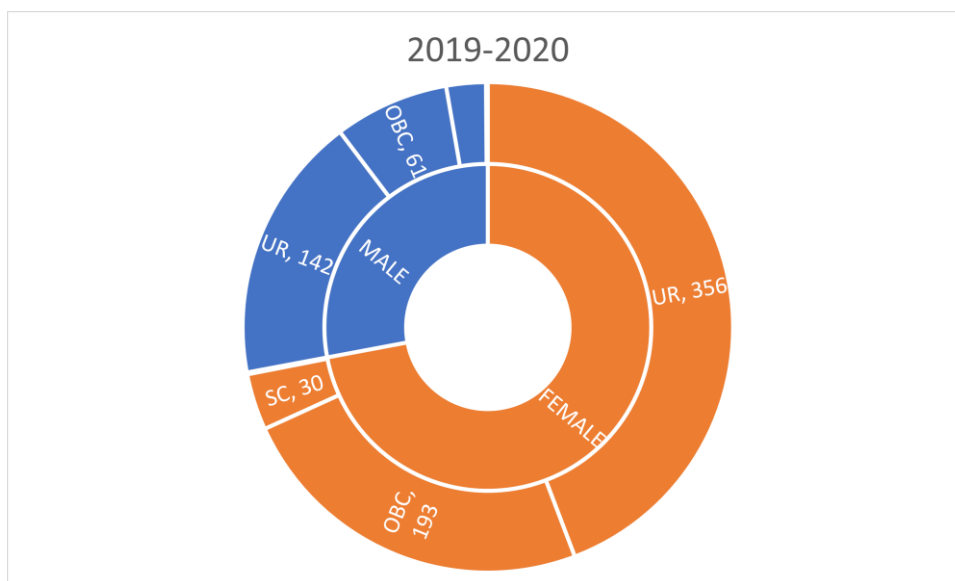


Analysis:

The above points out to the Gender classification of students at UG level in the year 2018-2019. The enrolment depicts the three streams, i.e., science, Arts and Commerce. The male enrolment in the category of OBC and General is higher in comparison to the females. There is a rising trend of admission in case of Sc females when compared with Sc males, which is definitely a positive trend found among the Sc females. There is minor difference in male and female enrolment in case of ST male and female ST UG students.

Gender classification PG and Self-Financing

	MALE						FEMALE					
	UR	OBC	SEBC	SC	ST	P.H.	UR	OBC	SEBC	SC	ST	P.H.
2019-2020	142	61	0	21	0	01	356	193	0	30	01	0



Analysis:

The above graph depicts the male and female enrolment in post-Graduate level in the year 2019-2020. The female enrolment in the case of General and OBC category is more as compared to the males that depicts females are more inclined towards higher education. But there is not much difference found in the enrolment pattern in case of SC and ST male and female PG students.

❖ Gender sensitive features:

A physical verification was made about the nature of the gender sensitive features within the campus. The following features were found present.

- The institution will actively seek the input on the needs of the faculty and students
- The college will take all measures to enlighten the students on women empowerment and gender sensitization.
- Women studies cell, Anti Ragging Committee, Grievance Appeals and Redressal Committee and sexual Harassment Cell will be constituted as per norms.
- There are adequately lighting and CCTV monitoring devices installed at different location within the campus especially within the library.
- Awareness programs like importance of human rights, rights of women in domestic problems to be organized periodically.
- Research articles to be published by the faculty members in journals can contribute to new initiatives and social development.
- Celebrate Women's Day every year with Great enthusiasm.