

GENDER SENSITISATION CELL

GENDER AUDIT REPORT OF 2018-23



U.N. Autonomous college of science and technology, Adaspur , Cuttack

GENDER AUDIT REPORT OF 2018-19



U.N. Autonomous college of science and technology, Adaspur, Cuttack

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Acknowledgement

The Gender Audit team would like to express their heartfelt gratitude to those who rendered their timely support in completing this herculean task. Without the help of the following support, the task would have remained incomplete.

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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 SJ.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 sahuo of the locality,the 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 was 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 asserts

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.

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
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Mission

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

❖ 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

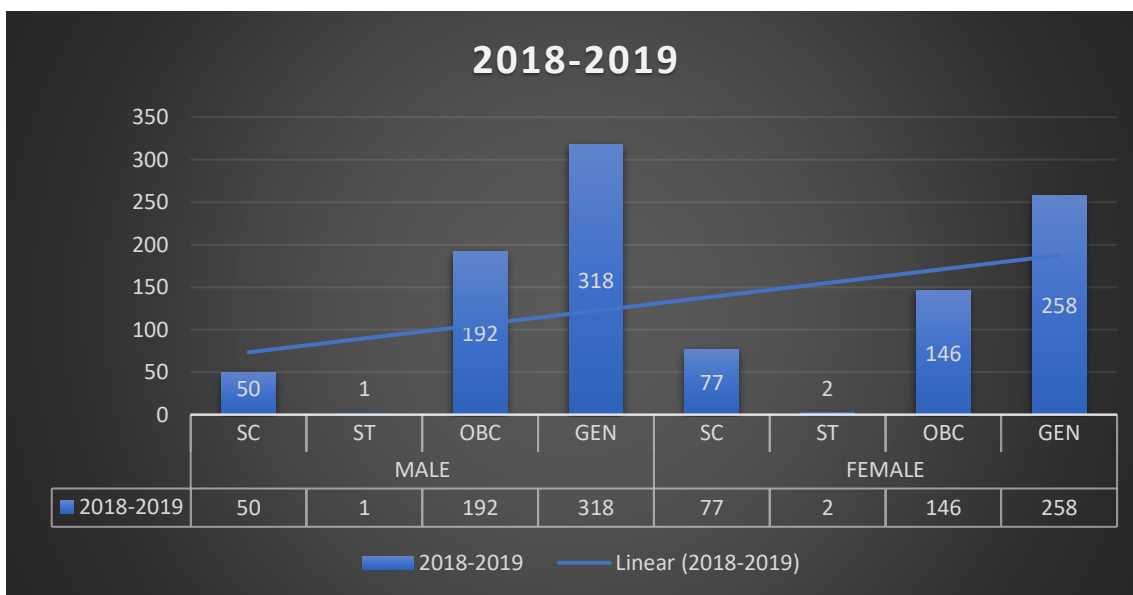
❖ Methodology

As part of the Audit, Interview schedule was specially designed to procure gender segregation data on the curriculum, male -female composition across various department as well as listing of program/workshop/seminars conducted on gender related issues. The statistical data provided in the academic year 2018-2019 together with the finding of the online meeting has been analyzed. The board gender sensitive indicators which have been studied in detail include the following:

- Curricular Aspects
- Learning and Evaluation
- Gender balance in Teaching and Non-Teaching Staff-male and female
- Student Support and progression
- Gender Sensitization policy and practices

❖ **Gender balance in student enrolment**

1. Gender classification: student at UG

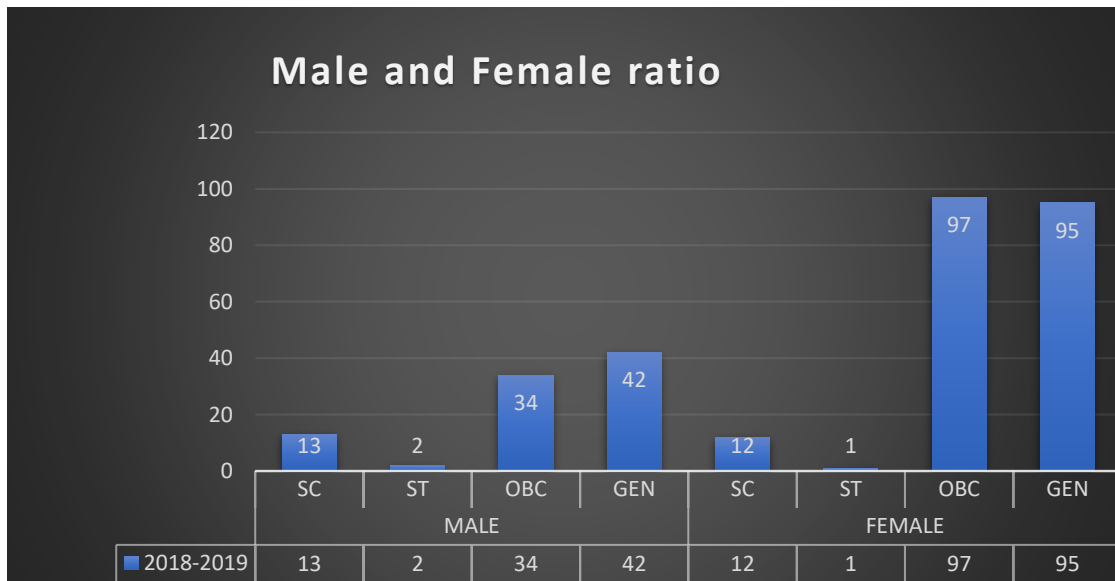


Analysis:

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 negligible difference in male and female enrolment in case of ST male and female UG students.

2. Gender classification: Student at Post Graduate level



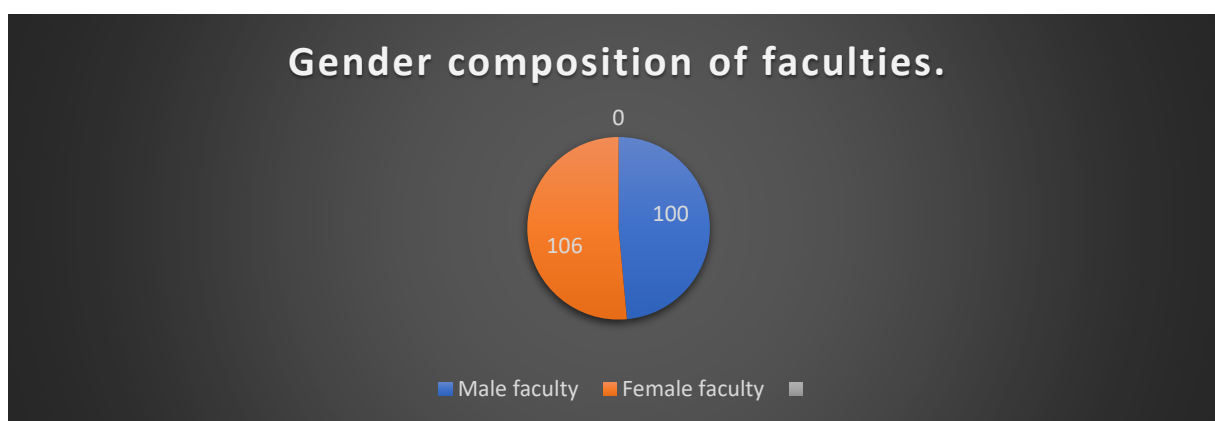
Analysis:

The above graph depicts about the male and female enrolment in post-Graduate level in the year 2018-2019. The female enrolment in the case of General and OBC category is more in comparison to the males that depicts females are more inclined towards the 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 statistics of teaching and non-teaching staff**

1. Gender composition of the faculties

Category	Total No.
Male faculty	100
Female faculty	106



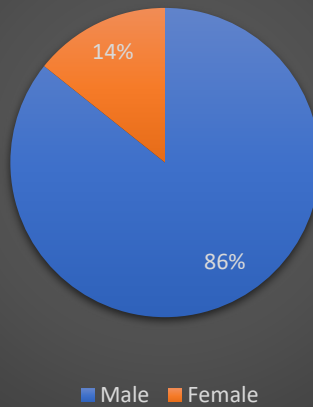
Analysis:

The above graph gives out a clear picture of the gender composition of faculties serving in the College. The number of female faculties is more than the male faculties which is a positive trend and shows that females are more inclined towards academics.

2. Gender composition of Non-Teaching Staffs

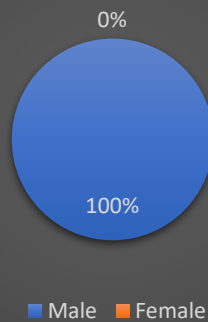
Official staffs with computer literacy	
Official staffs	Total No.
Male	06
Female	01

Official staffs with computer literacy.



Analysis: The Pie chart provides a description about the non-teaching staffs that are computer literate. The male staffs outnumber in computer literacy than the female staffs present in the college.

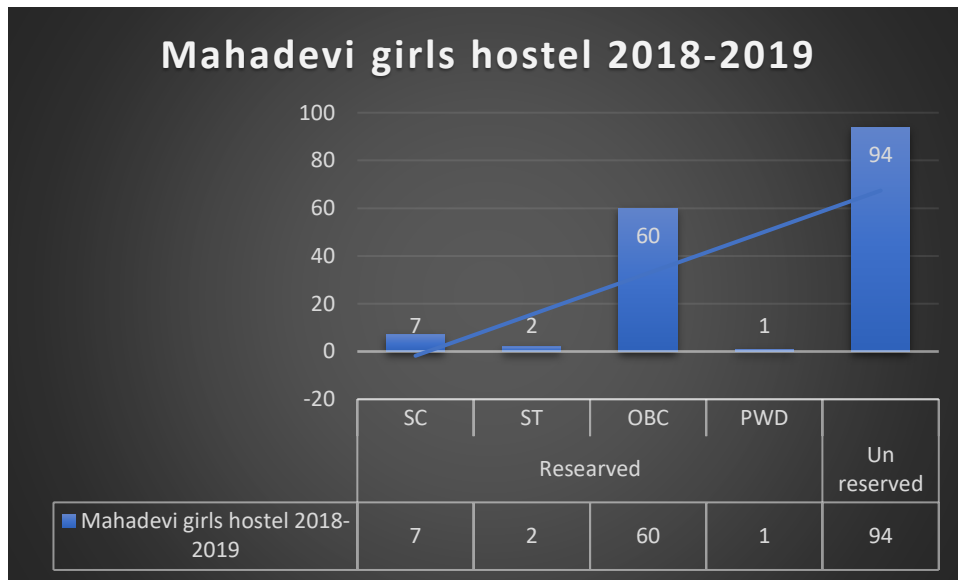
Gender composition of peon



Analysis: The chart shows about the gender composition of peon in the college. There is only male peon present and there is lack of female peon in the campus.

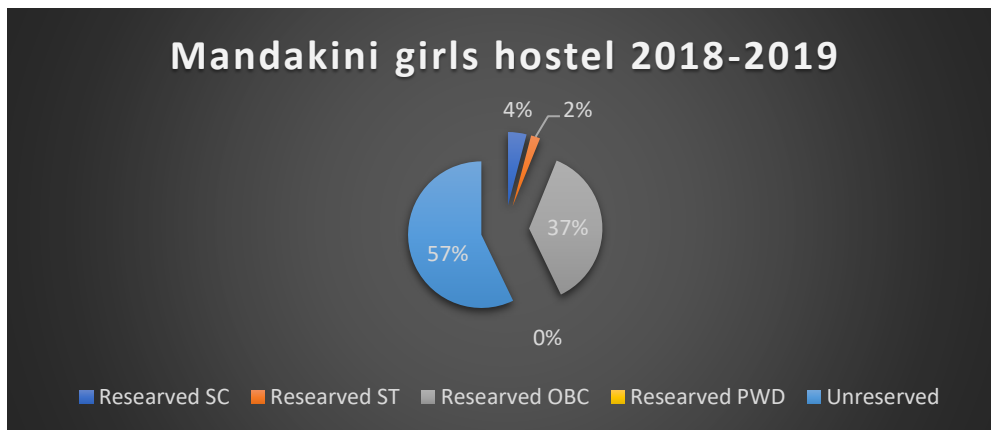
❖ **Gender Balance in Enrollment at U.N. Autonomous college of science and technology Hostels**

➤ **Gender statistics of Girls Hostels**



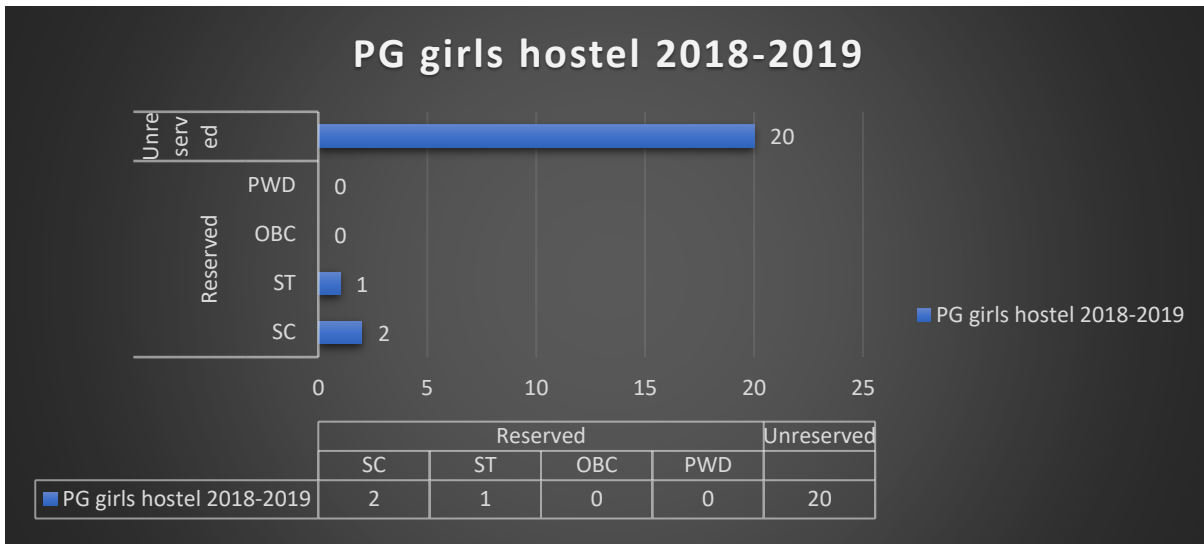
Analysis:

The data is about one of the hostel present inside the college campus., i.e, Mahadevi Girls' Hostel. The Gender enrollment of girls belonging to General category is much higher in comparison to the other categories. The second position is occupied by the OBC category followed by SC, ST and PWD categories



Analysis:

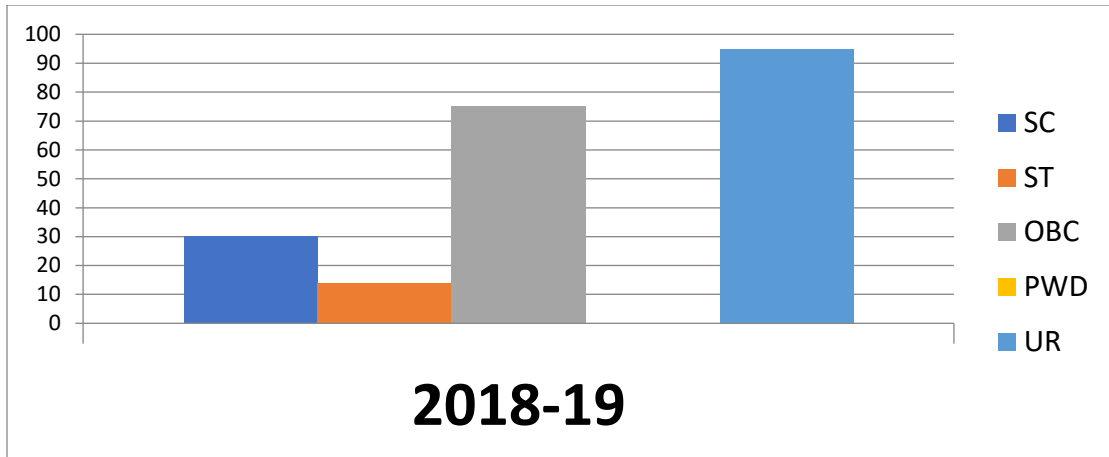
The graph depicts about the Gender statistics of Mandakini Girl's Hostel. Here also the trend shows the same as the above graph, i.e., 57% of the hostel is composed of unreserved category followed by OBC, SC and ST at last. There were no PWD candidates found in the present hostel.



Analysis:

The graph represents about the Enrollment of females in PG Girls' Hostel. The unreserved category candidates are more in number than the other categories. The Enrollment of females belonging to SC is 2 and only 1 female belongs to ST category. There are no PWD candidates enrolled in PG Girls' Hostel.

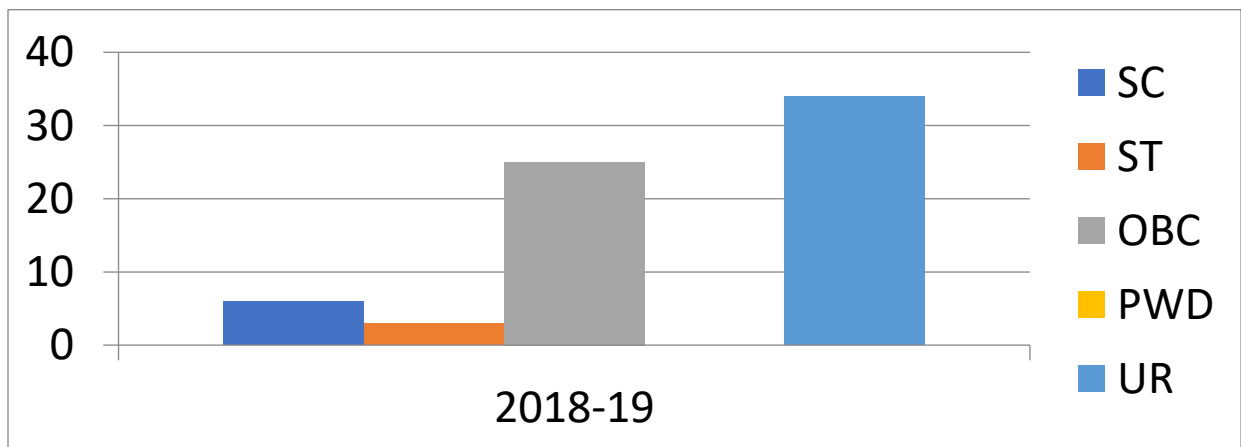
- Gender statistics of Boys Hostel:
Mahododhi Boys' Hostel:



Analysis:

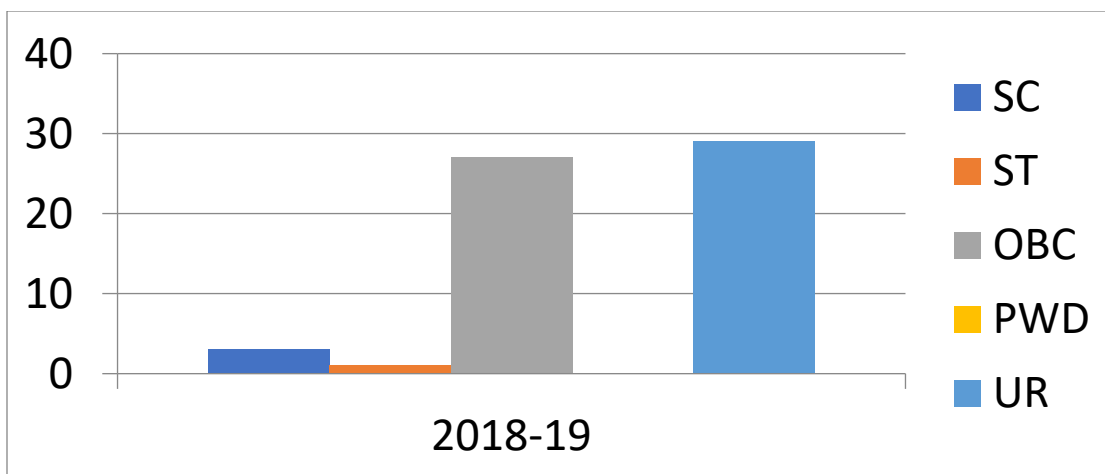
The above graph explains about the male composition of Mahanadi Boy's Hostel. The UR students are more in number, followed by the OBC category. There is very less enrollment of SC and ST candidates.

Meghasan Boys' Hostel



Analysis:

Mahanadi Boys' Hostel



Analysis:

The above graph explains about the male composition of Mahanadi Boy's Hostel. The UR students are more in number, followed by the OBC category. There is very less enrollment of SC and ST candidates.

❖ 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.

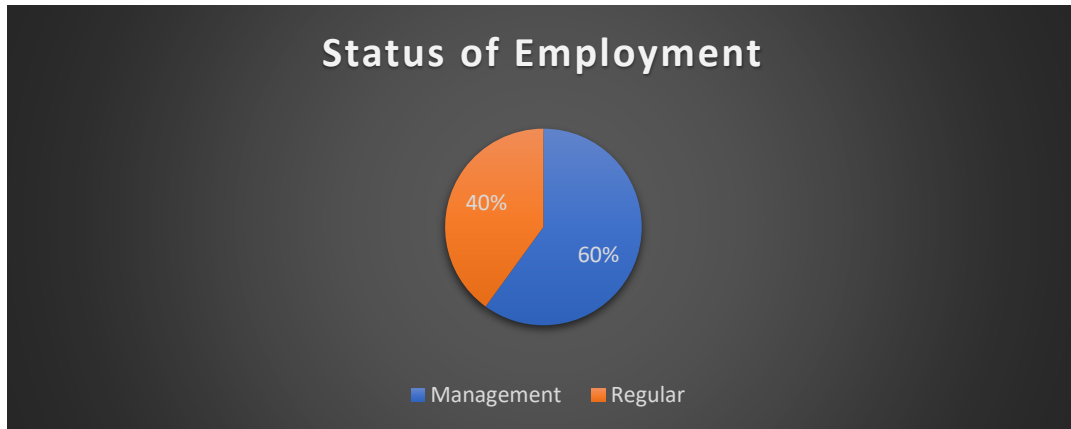
- The institution will actively seek the input on the needs of the faculty and students
- The college will take all measures to enlighten the students on women empowerment and gender sensitization.
- Women studies cell, Anti Ragging Committee, Grievance Appeals and Redressal Committee and sexual Harassment 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.

❖ **Glimpses of Gender perception within campus:**

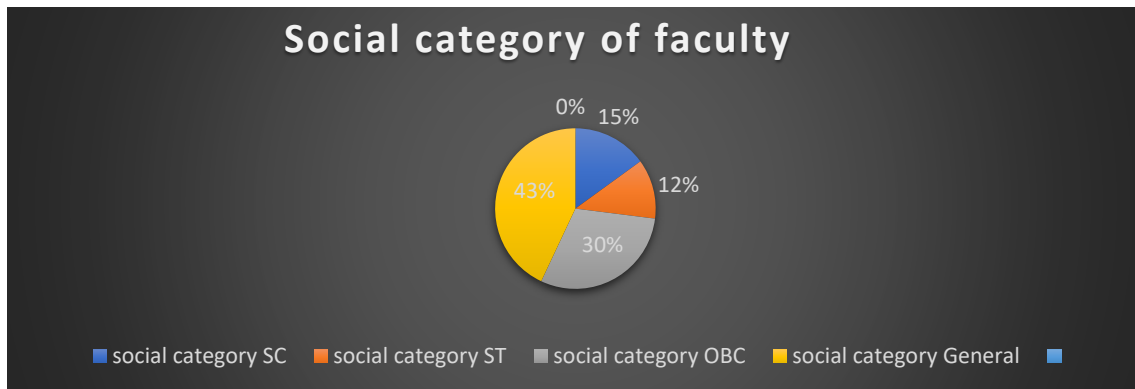
The interview schedule conducted among the faculty and students of the college yielded the following findings.

Reflections from the Survey:

➤ **Response from the employees**

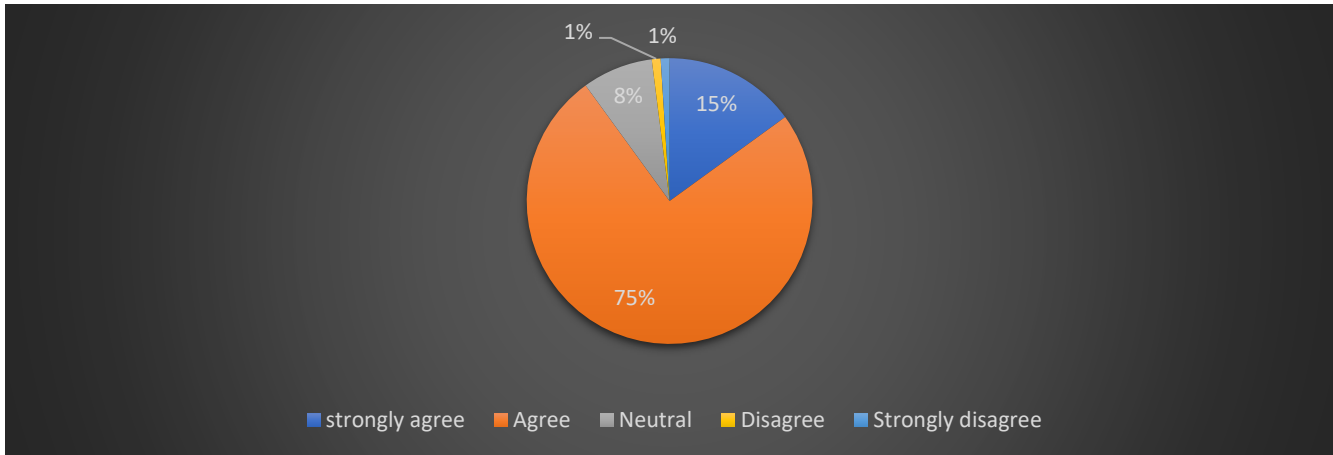


The above pie-chart reveals about the status of employment in the College. The majority of the staffs are recruited by the management and the 40% of the employees are the regular employees.



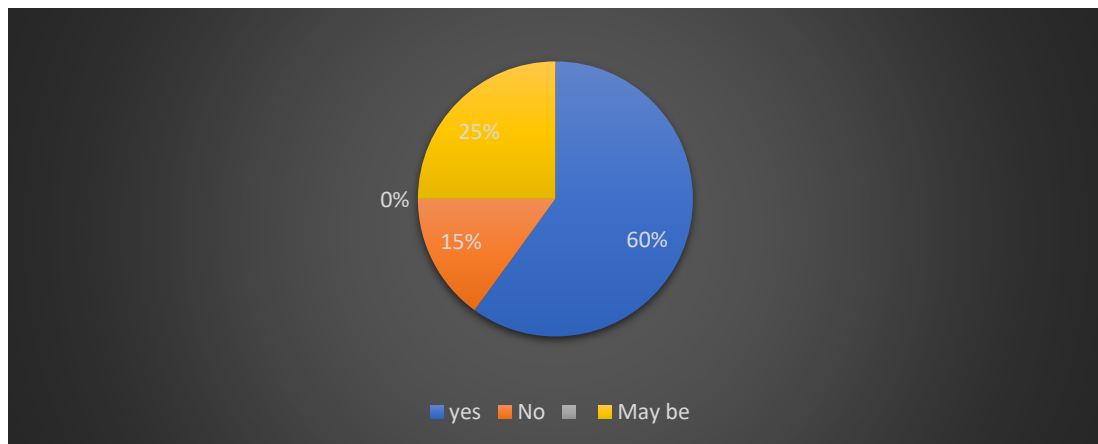
The diagram portrays about the social category into which the employees belong. Majority of the staffs belong to the General category, followed by OBC category, 15% of the faculty members belong to the SC category and 12% of the faculty belongs to the ST category.

Do you ever feel encouragement or support by your seniors' colleagues to develop your potential and skill?



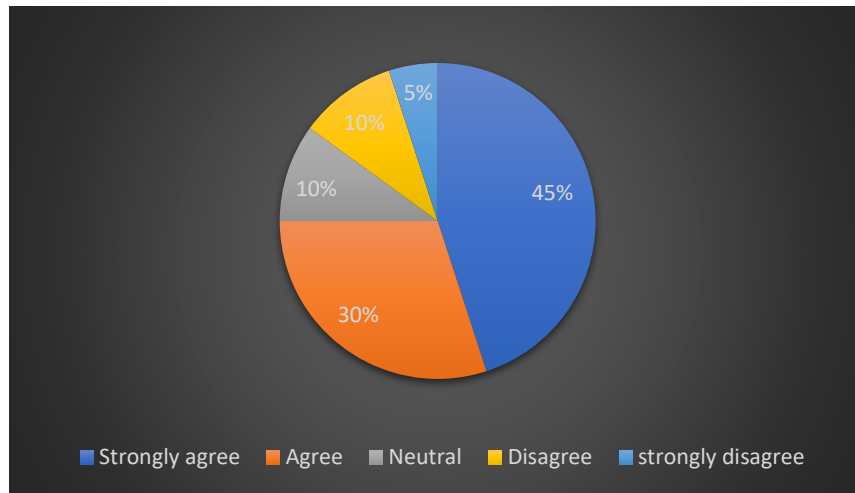
The capacity to perform work increases when one is encouraged to work. The above diagram depicts that 75% of the staff agreed that they get support from their senior colleagues, whereas 15% of the staffs strongly agreed of getting support from their seniors, 8% of the staffs did not feel like saying anything related to the issue, 1% of the staff disagreed and another 1% of the staff strongly disagreed of getting any encouragement or support from their senior colleagues.

Are you aware of the college women's cell?



The above diagram depicts that majority of the employees present in the College are aware of the women's cell in the College.

The college has a share of responsibility in the implementation of gender equality initiatives for the employees



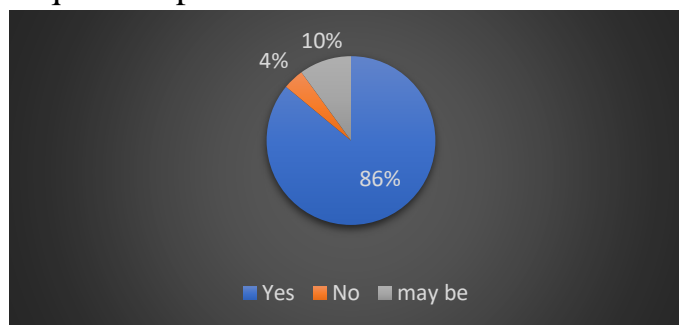
The pie-chart reveals about whether the College takes responsibility for implementing the gender equality initiatives for the employees or not to which the 45% of the employees strongly agreed on it. 30% of the employees agreed to it, on the other hand, 10% of the employees remained neutral the other 10% disagreed and the last 5% strongly disagreed

Is the college there is adequate toilet facilities separately for male and female

Analysis:

The toilet facilities and it can be seen that there is 100% separation of toilets for males and females.

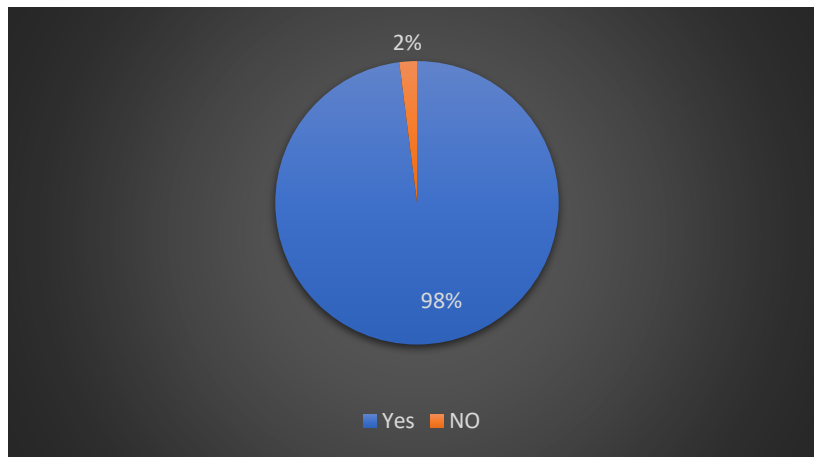
The college has adequate disposal bins available in the toilet



Analysis:

The College gives lot of importance to cleanliness and makes every effort of keeping the College campus neat and clean. There is adequate number of disposal bins present in the toilet to which 86% of the employees agreed, 10% of the employees remained neutral and 4% of the staff were not aware of the disposal bins.

Do men and women participate equally in decision making?

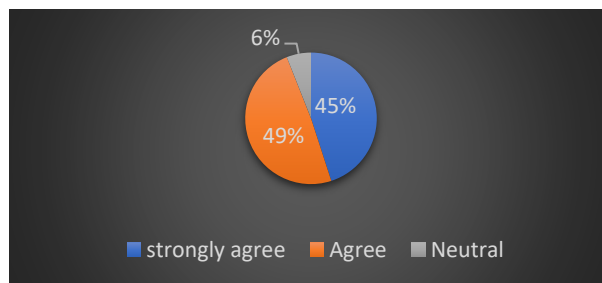


Analysis:

The diagram depicts a positive output derived from the responses of the employees. 98% of the employees agreed that both men and women participate equally in the decision making process where as a very negligible percentage of employees disagreed to the question asked to them.

Response from the students:

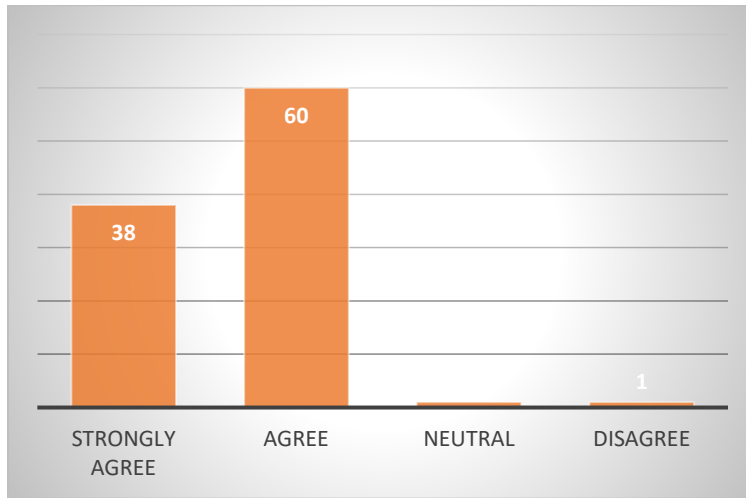
Adequate numbers of toilets are available in the campus for girls



Analysis:

During the survey, a question was asked whether there are sufficient number of toilets in the campus for females, to which 49% of girls agreed and 45% of girls strongly agreed and 6% of the girls' remained neutral about the issue.

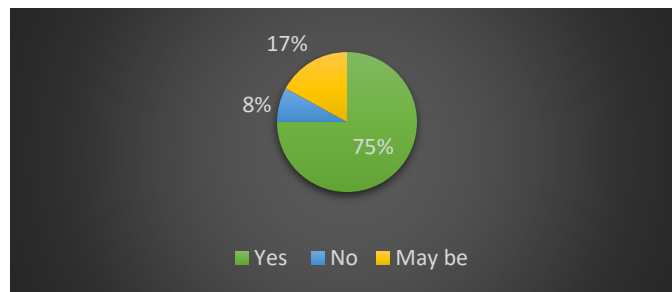
Adequate security arrangements have been made in the campus and common areas during day



Analysis:

This table depicts about the security arrangements in the campus and the common areas during the day to which the majority of students 60% agreed and 38% of them strongly agreed and only 1% of them were neutral regarding the matter and 1% of them disagreed about the arrangements in the campus.

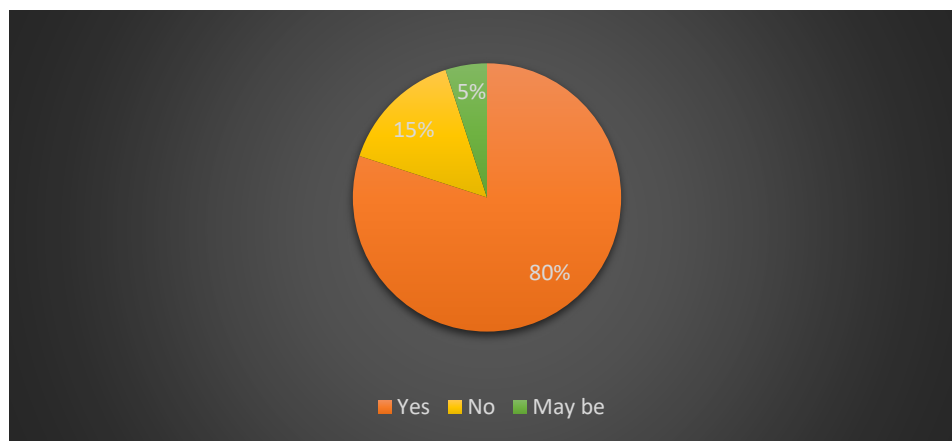
Are you aware of a women's cell set up in the college?



Analysis:

It is necessary to have a women's cell set up in College because of female students and female teaching and non-teaching staff. When asked about the above-related question the students College. On the other hand, 8% of the students did not know about the presence of the women's cell in the campus and 17% were not sure about the women's cell.

Whether the classroom offers equal opportunity to all genders?



Analysis:

The classroom is the place where both male and females students sit together. The concerned teacher of the subject should allow equal opportunity to both the categories. When asked about whether they get equal opportunity in the classroom, the 80% of the students positively responded that they are given equal opportunity. 15% of the students answered no and only 5% of students answered may be.

The Study from the Survey:

The survey conducted among the faculty and the staff of the College led to the findings written below:

Ideas from the Survey:

The objectives set in the Gender Audit objectives make certain that there is no gender discrimination in the College. The objective of the Gender Audit focuses on

the Gender balance in the decision-making process of the College by giving equal importance to male and female employees. The College tries to maintain gender balance and is against any kind of discrimination in any forms including sexual harassment within the College campus. Before undertaking the survey, a physical verification was carried out about the nature of gender sensitive issues within the College campus. The following attributes were found present, i.e., the College took measures to enlighten the students on empowerment of women and gender sensitization, women studies cell, anti-ragging committees, Grievance cell, Redressal Committee, and Sexual harassment cell were present as per norms. The College takes the initiative in concluding various awareness programmes periodically like relevance of human rights, and women's rights in the domestic sphere as well as in the public sphere. Women's Day is celebrated with great enthusiasm.

The survey among the staff yielded a positive result about the gender sensitivity in the College campus.

❖ SEMINAR/WEBMINAR

Computer Science

Departmental Seminar -18-08-2018

Topic-“Ethical Hacking”

Resource Person-Prof. Santosh Moharana,CET,Bhubaneswar

History

Departmental Seminar -01-09-2018

ChiefSpeaker – Dr. Ashok Kumar Pattanik, Retd. Prof., PG Department of History, Utkal University,topic-Indo-Pak relationship with Special Reference to J&K

MSW

Departmental Seminar -00-00-2018

Topic-“Scope of Social work”

Resource Person-Mr. Suryakanta Pradhan & Mr. Jitendra Rath

Philosophy

Departmental Seminar -15-11-2018

Topic-“Revisiting the Doctrine of Karma”

Resource Person-(a) Mr. Suryakanta Pradhan & (b) Mr. Jitendra Rath Former Professor & Head ,PG Dept. of Philosophy,Utkal University

Departmental Seminar -05-10-2018

Topic-“Logical Positivism”

Resource Person-Dr. Himanshu Sekhar Samal, Assistant Professor, PG Dept. of Philosophy, Ravenshaw University

Departmental Seminar -06-09-2018

Topic-“Bio-Medical Ethics”

Resource Person-Prof. Jayanti Jagadev, Former Professor, & Head ,PG Dept. of Philosophy,Utkal University

Departmental Seminar -16-08-2018

Topic-“The Nature of Ethics”

Resource Person-Dr. Patitapaban Das, Assistant Professor, PG Dept. of Philosophy, Ravenshaw University

Departmental Seminar -23-03-2018

Topic-“Santha Philosophy of Odisha”, “THE Need of Ethical Life”

Resource Person-(a) Prof. Gayadhar Panda Former Reader in Philosophy & (b) Er. Taraka Chandra Mishra

Physics

Recent Development in Condensed Matter Physics on February 11, 2018

Psychology

- Attitude among Adolescent -14.03.2018
- Stress in Adolescence -13.08.2018
- Empowering Psychologist -02.11.2018

❖ Sports:

Binita Behera	All India Inter University Yoga (Women) Tournament at University of Madras, Tamilnadu.	Participated	National
Nilu Pradhan	Inter University East Zone Cricket(Men)Tournament at Ravenshaw University ,Cuttack	3 rd	National
Lokesh Mohanty	Inter University East Zone Cricket(Men)Tournament at Ravenshaw University ,Cuttack	3 rd	National
Asutosh Nayak	Inter University Hand Ball (Men)Tournament at Veer Kunwar Singh University ,Arrah,Bihar	Participated	National
Ashis Kumar Sahu	Inter University East Zone Cricket(Men)Tournament at Ravenshaw University ,Cuttack	3 rd	National
Subham Nayak	Inter University East Zone Cricket(Men)Tournament at Ravenshaw University ,Cuttack	3 rd	National
Laxmipriya Mallick	All India Inter University Yoga (Women) Tournament at University of Madras, Tamilnadu.	Participated	National
Md. Roshan	Inter University East Zone Cricket(Men)Tournament at Ravenshaw University ,Cuttack	3 rd	National
Sumit Moharana	Inter University East Zone Cricket(Men)Tournament at Ravenshaw University ,Cuttack	3 rd	National

Response from the students

The college conducts gender awareness

Recommendation:

After going through the survey conducted by the Gender Audit team consider the following recommendation that has to be made by the College.

- The gender imbalance in the case of the gender composition of the non-teaching staff should be addressed.

- The male staff outnumbered in computer literacy than the female staff in, therefore more female staff are to be recruited with computer literacy in the College.
- There are no female persons on the campus and this needs to be addressed.
- The College needs to introduce self-employment training for women in different courses.
- The College has to introduce other basic facilities like sanitary pad vending machines and incinerators.
- Colleges need to provide transportation facilities by installing GPS technologies that enable them to manage efficiently routes, scheduling, and mileage.
- Baby care room, Crech needs to be introduced for the employees who are working mothers.

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

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3. To know about gender perception in the campus
4. To eliminate gender, discriminate in any form 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 analysed 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 participants who participated in the audit. Drafting of gender equality plan and creation of a gender committee: after drafting the gender equality plan there needs to be a gender audit committee in which there will be the manager of the organization, internal staffs and stakeholders to draw the findings which were gathered 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.

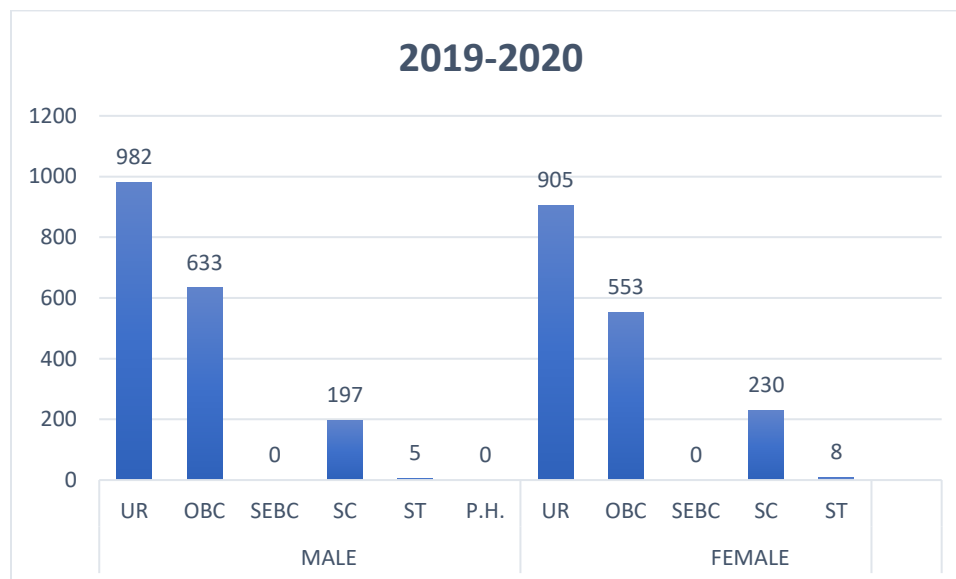
The technical capacity on the other hand includes the ability, skills and qualifications, that an individual must possess to implement the practical aspects of gender integration framework in the organization, thereby establishing a gender equitable organizational process.

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

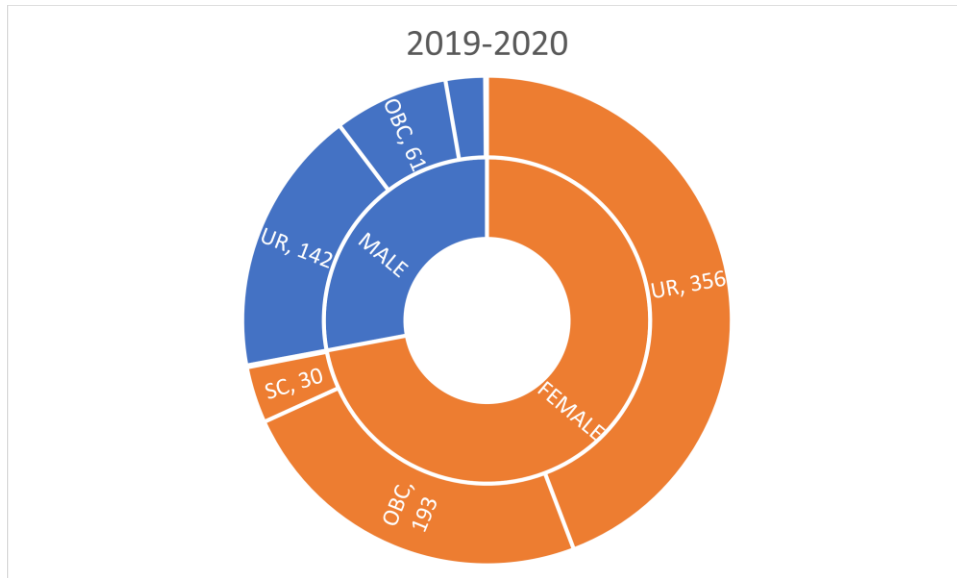


Analysis:

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.
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GENDER AUDIT REPORT OF 2020-21



U.N. Autonomous college of science and technology, Adaspur, Cuttack

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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 asserts 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.

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

Mission

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

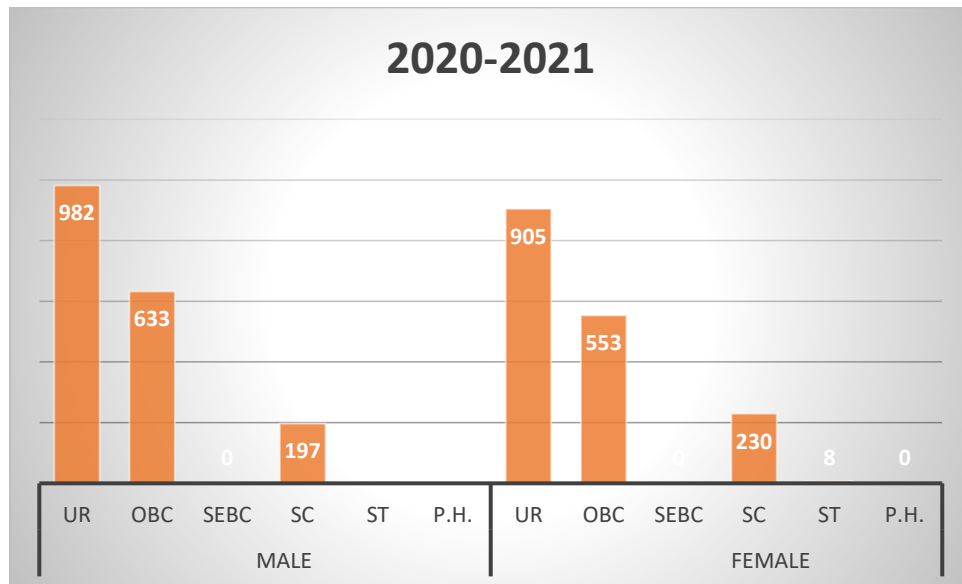
❖ The major objectives of this Gender Audit are:

5. To know about the gender balance in the institution
6. To establish good gender balance in decision-making processes in all areas of the college activities
7. To know about gender perception in the campus

8. To eliminate gender, discriminate in any from including sexual harassment within the college premise.

Gender Classification of UG Students

YEAR	MALE						FEMALE					
	UR	OBC	SEBC	SC	ST	P.H.	UR	OBC	SEBC	SC	ST	P.H.
2020-2021	982	633	0	197	05	0	905	553	0	230	08	0



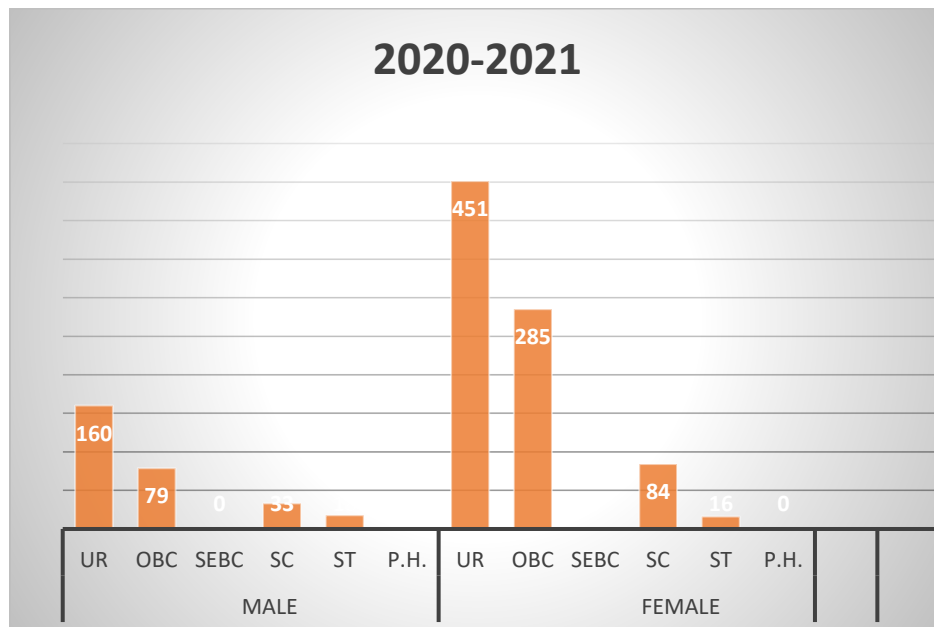
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The above points out to the Gender classification of students at UG level in the year 2020-2021. The enrolment depicts the three streams, i.e., science, Arts and Commerce. The male enrolment in the category of OBC and General is higher in comparison 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 UG students, where the number of female enrollments is a bit higher as compared to male students.

Gender Classification PG and self -financing

YEAR	MALE						FEMALE					
	UR	OBC	SEBC	SC	ST	P.H.	UR	OBC	SEBC	SC	ST	P.H.
2020-2021	160	79	0	33	18	01	451	285	0	84	16	0



Analysis:

The above graph depicts about the male and female enrolment in post-Graduate level in the year 2020-2021. The female enrolment in the case of General, SC and OBC category is more as compared to males that depicts females are more inclined towards higher education. But there is not much difference found in the enrolment pattern in case of ST and P.H. 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
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GENDER AUDIT REPORT OF 2021-22



U.N. Autonomous college of science and technology, Adaspur, Cuttack

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Vision

1. To plan for student assessment on a regular basis.
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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.
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8. To encourage innovation, good sportsmanship and leadership skills

Mission

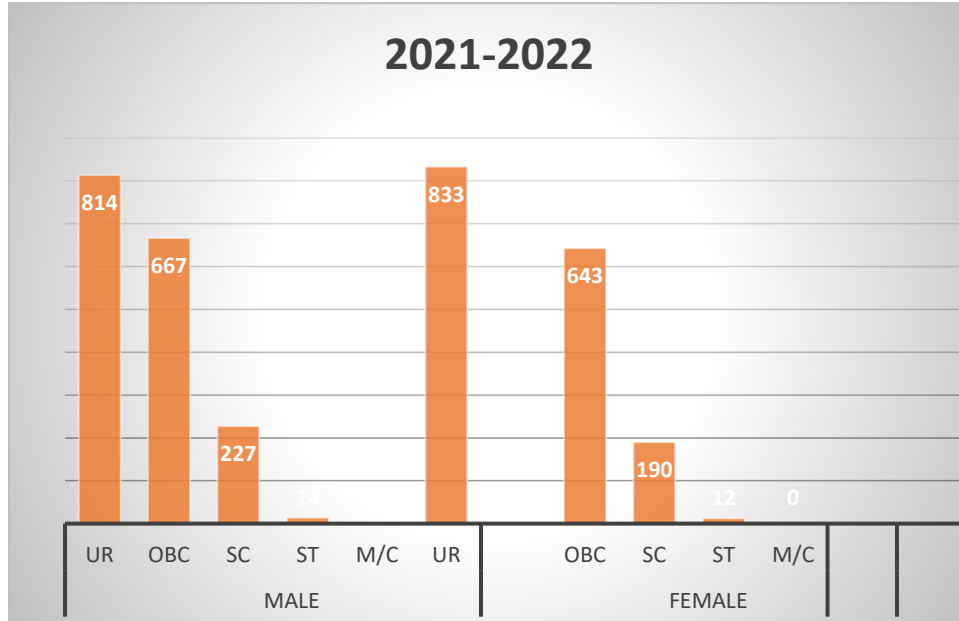
To disseminate knowledge among students through developing their academic abilities, interpersonal abilities, extracurricular interests and creative sensitivity.

❖ The major objectives of this Gender Audit are:

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Gender Classification UG

YEAR	MALE					FEMALE				
	UR	OBC	SC	ST	M/C	UR	OBC	SC	ST	M/C
2021-2022	814	667	227	14	0	833	643	190	12	0



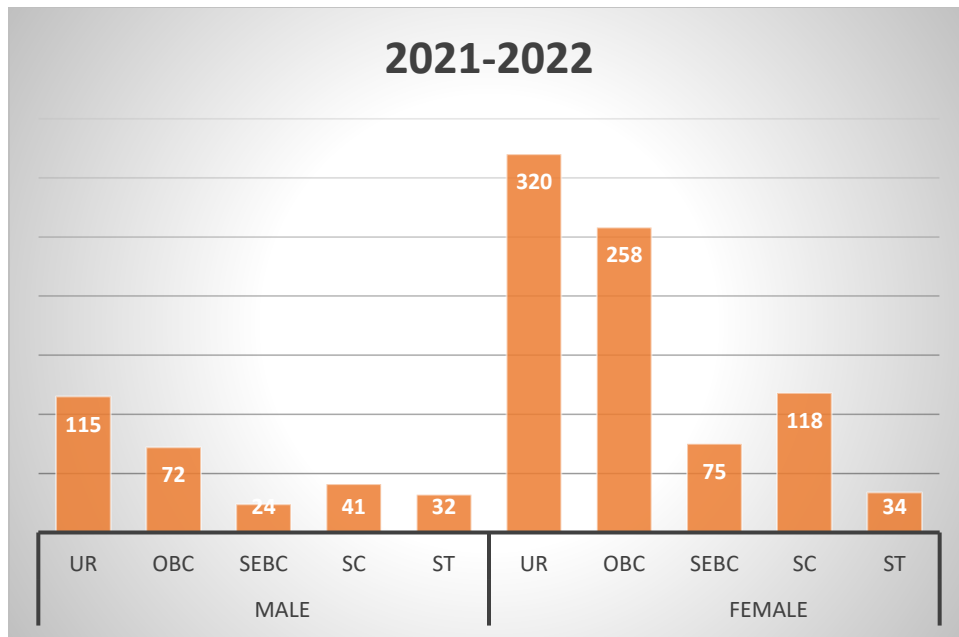
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The above points out to the Gender classification of students at UG level in the year 2021-2022. The enrolment depicts the three streams, i.e., science, Arts and

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Gender Classification PG

YEAR	MALE					FEMALE				
	UR	OBC	SEBC	SC	ST	UR	OBC	SEBC	SC	ST
2021-2022	115	72	24	41	32	320	258	75	118	34



Analysis:

The above graph depicts about the male and female enrolment in post-Graduate level in the year 2021-2022. The female enrolment in the case of General, SEBC,

SC, ST and OBC category is more in comparison to the males that depicts females are more inclined towards the higher education.

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GENDER AUDIT REPORT OF 2022-23



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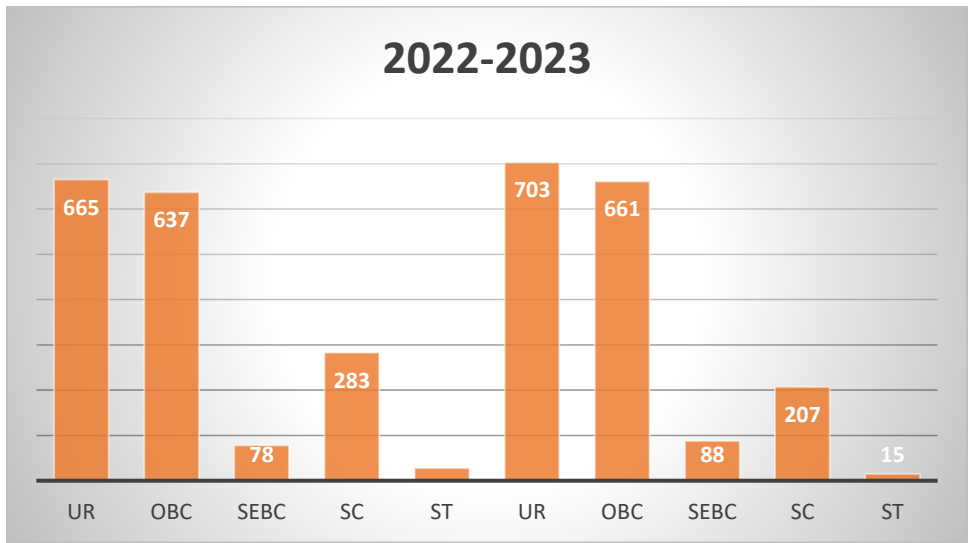
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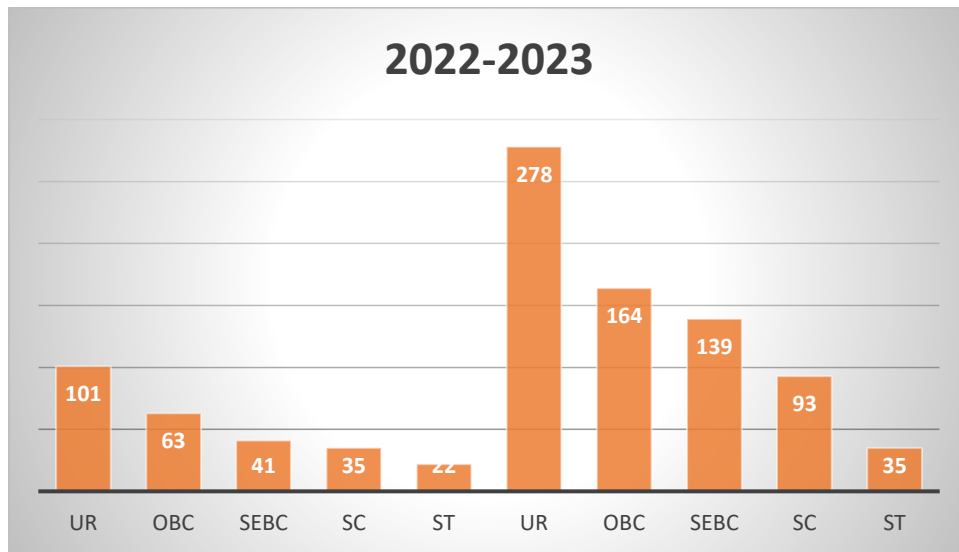
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Gender Classification PG

YEAR	MALE					FEMALE				
	UR	OBC	SEBC	SC	ST	UR	OBC	SEBC	SC	ST
2022-2023	101	63	41	35	22	278	164	139	93	35



Analysis:

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- 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.

GENDER AUDIT REPORT OF 2023-24



U.N. Autonomous college of science and technology, Adaspur, Cuttack

Acknowledgement

The Gender Audit team would like to express their heartfelt gratitude to those who rendered their timely support in completing this herculean task. Without the help of the following support, the task would have remained incomplete.

We would like to thank our IQAC Co-ordinator Dr. Krupasindhu Pradhan. We would also like to thank our Head Clerk Hrudananda Kar, who supported us with required documents and other relevant information related to the Gender Audit. The Hostel Superintendants of the College needs to be thanked for giving their support. A Special thanks to our Junior Clerk Mr. Kishore Kumar Swain for helping us with the technical support.

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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 SJ.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 sahuo of the locality,the 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 asserts 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

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

Mission

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

❖ The major objectives of this Gender Audit are:

- 17.To know about the gender balance in the institution
- 18.To establish good gender balance in decision-making processes in all areas of the college activities
- 19.To know about gender perception in the campus
- 20.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.

3. 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.

4. 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 was 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:

2. Preparing the gender audit

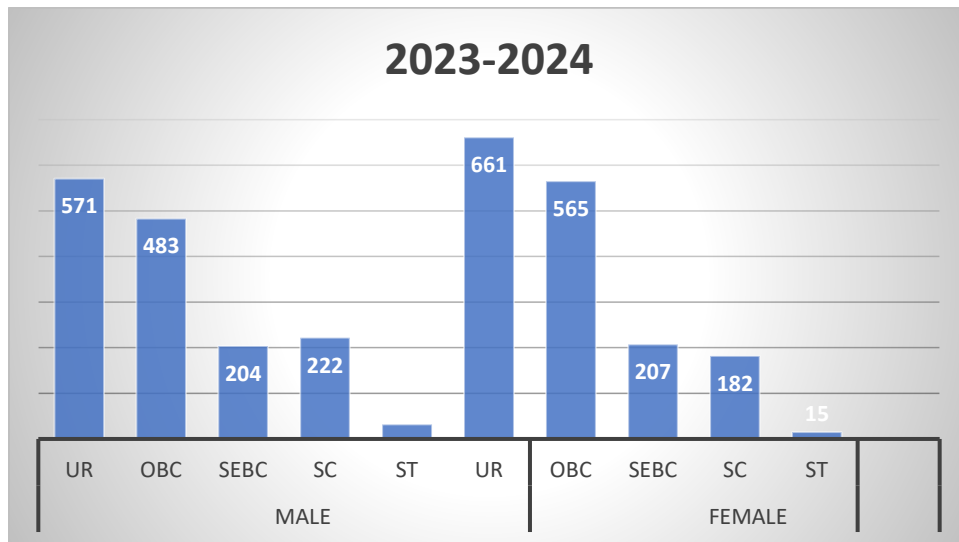
- Review of the organizational or institutional readiness of the gender audit: this is the first step to obtain the commitment of the management and within the institutions or organization itself to the gender equality principles and competences on gender equality and gender mainstream.

- 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:

2023-2024	571	483	204	222	32	661	565	207	182	15
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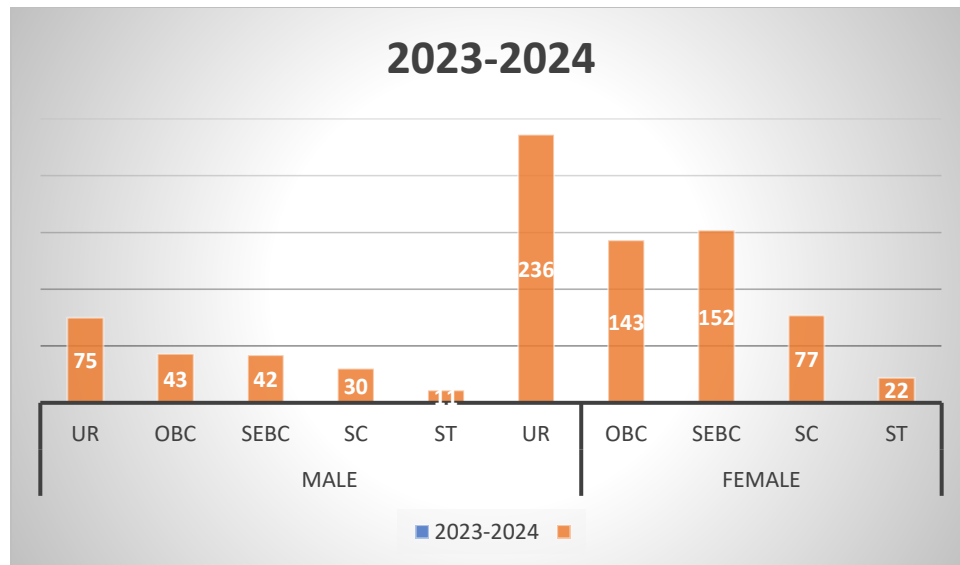


Analysis:

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 negligible difference in male and female enrolment in case of ST male and female UG students.

Gender classification PG and Self-Financing

	MALE					FEMALE				
2023-2024	UR	OBC	SEBC	SC	ST	UR	OBC	SEBC	SC	ST
	75	43	42	30	11	236	143	152	77	22



Analysis:

The above graph depicts about the male and female enrolment in post-Graduate level in the year 2018-2019. The female enrolment in the case of General and OBC category is more in comparison to the males that depicts females are more inclined towards the 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.
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