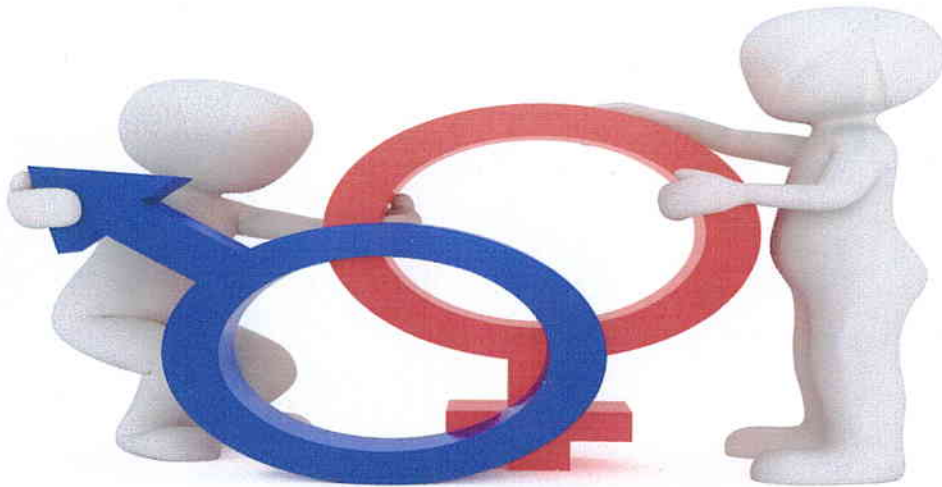




Gender Audit Report

Year : 2023-24

**Karanjia Autonomous College, Karanjia, Dist-Mayurbhanj,
Odisha**



Internal Quality Assurance Cell
Karanjia Autonomous College, Karanjia
Mayurbhanj - 757037
Odisha



KARANJIA AUTONOMOUS COLLEGE, KARANJIA

MAYURBHANJ, ODISHA- 757037

GENDER AUDIT REPORT: 2023-24

ABOUT THE COLLEGE:

Karanjia College, Karanjia is a premier Aided Educational institution under Government of Odisha established on 01.07.1964. It is the only one Autonomous College in the entire district in Aided category of Government of Odisha. The institute was NAAC Accredited in 'B' Grade in 2009 and re-accredited in 2016. The institution supports education in intermediate, graduation, vocational courses. The institute is located on the bank of pristine Deo River and 55 Km from the Similipal National park. The region is well famous for its art and architecture of unique Khiching Temple which is situated in the close vicinity. In the close proximity to National Highway-49, Karanjia is well connected with Baripada, Keonjhar, Bhadrak, Jajpur, Tata, Calcutta and the capital Bhubaneswar by road. The institute draws the students all over the state and caters the rural education. Karanjia Autonomous College is also a destination of Distance education (OSOU). Karanjia College has its old evolution arising from having with just 7 teachers, 2 officials and 32 students and the strength has been growing steadily. The steady growth shows its strength increasing from 32 students in 1964-65 to about 3000 in 2023-24. The current strength of non-teaching and teaching staff is 89. The status of the growth of its alumni is highly commendable and the growth is continuing with a higher order of achievements. The current session shows a record number of enrollment in the intermediate level.

Members of NAAC peer team first visited the institute in 2009 for accreditation and the college had been accredited 'B' Grade. Similarly, Members of NAAC peer team visited the college for the second time in 2016. The biggest asset of the institute is its team work among all the teaching, non-teaching, alumni and the volunteers in a coordinated manner which has brought the institute to the present state crossing 58 years of journey.

The college is a main focus of the region and many for the rural and educationally backward people. As It is perceived the people in the locality are still quite in a low level of the mainstream society. So the level of the college matters a lot for their wellbeing, awareness and co-up with the growing society. So the current momentum of success of the college is a symbol of smile among all which is a blessing, really. The contribution of RUSA and UGC Grants along with the helping

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-hand of WORLD BANK is crucial for the emergence of the college. The college has produced 18 pass-out degree students being recruited through campus Recruitment Drive by Vedanta Aluminium Limited company in the recent past session.

Gender

As the gender is a social constructed belief, is quite differs from sex, its exact meaning is still on progression. The current definition of gender only signifies two entities, but now three entities. The current distinction is on the progress of minimization in the society. Our nation is leaping in a less speed towards the total neutralization of this gender inequality than many developed nations like USA, Russia, China, Japan etc.

Gender inequality in the educational institution files a serious effect on the society. Generally people know somehow the importance of education on the society but a few of them know the importance of education on the eradication of this social distinction, and some may not know this is a problem or not.

So, to inculcate the concept of gender and its socially defined meaning to bring all into one platform for which this current stereotype will vanish.



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Concept of Gender Audit

The concept of gender audit is not a new for all. It is performed in various sectors for the assessment and improvement of the organization taking the contribution of all taking the mindset of equalization barring all types of Orthodoxal axioms.

The gender audit in the educational institution includes checking the composition of gender and assessing their contribution in several activities and to know the effectiveness of different policies and provision benefiting its entities and to design the remedial measures.

The gender audit keeps the eye on the organizational functionalities, behavior, culture and outlook those are the parameters for the assessment of an organization or institution. It keeps a eye on the statistics of students, teachers, staffs and their contribution for the well-functioning of an organizations or institutions.

The gender audit conveys how the organization is taking the role in shaping the society and how the institution will be a better place for the inclusion and development of all. It assess any organizational drawback if some unforeseen outcomes is arising in the contrary of the usual functioning and its overall success.



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AUDIT PARTICIPANTS

The audit has been prepared on the behalf of the institution by:

1. Dr. N. Salim, History
2. Mrs. Sweta Sarda, Commerce
3. Mr. Harekrushna Sethi, Physics

Need of Gender Audit:

- In gender audit it is necessary to check whether the policies and provisions designed is going in a right way to benefit the maximum towards gender equality.
- To have a watchdog and assessment for nullifying any gender based discrimination in the educational campus.
- The gender audit is need of the hour for the awareness of all for the contribution of all towards the growth of the nation from the grass-root level of the life, educational premises.

Gender audit is performed to include all gender and to safeguard right of all gender in the educational institution.

In the globalization process anyone's role can't be underestimated, no one can't be ignored, all have right and duty for the welfare of society and that can lead towards the complete development of humankind. All kinds of gender for example male, female, transgender and any type of undiscovered gender have their individual right for the participation in the globalization processes. So it is important to consider each a unit and to design the curriculum and practices as per needed. So a proper gender audit in the educational institution and in all sector is most important.

World Population:

Population in the world is, as of 2022, growing at a rate of around 0.84% per year (down from 1.05% in 2020, 1.08% in 2019, 1.10% in 2018, and 1.12% in 2017). The current population increase is estimated at 67 million people per year.

As of 2021, There are 3,970,238,390 or 3,970 million or 3.97 billion males in the world, representing 50.42% of the world population. The population of females in the world is estimated at 3,904,727,342 or 3,905 million or 3.905 billion, representing 49.58% of the world population. The world has 65,511,048 or 65.51 million more males than females.

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Indian Population:

The current population of India is 1,414,199,747 as of Wednesday, January 11, 2023, based on *Worldometer* elaboration of the latest United Nations data.

India 2020 population is estimated at 1,380,004,385 people at mid-year according to UN data.

India population is equivalent to 17.7% of the total world population.

Odisha population:

As per Census 2011, Odisha has population of 4.2 Crores, an increase from figure of 3.68 Cr. in 2001 census. Total population of Odisha as per latest census data is 41,974,218 of which male and female are 21,212,136 and 20,762,082 respectively. In 2001, total population was 36,804,660 in which males were 18,660,570 while females were 18,144,090. The total population growth in this decade was 14.05 percent while in previous decade it was 15.94 percent. The population of Odisha forms 3.47 percent of India in 2011. In 2001, the figure was 3.58 percent.

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

Karanjia Population:

Karanjia is a town and Tehsil which contains 152 villages with a sex ratio of 1,019 females per 1000 of males.

Population	Males	Females	Households
114,383	56,644	57,739	25,449

Karanjia Tehsil population in 2023 is 150,986. According to 2011 census of India, 114,383 people were living in this Tehsil, of which 56,644 were male and 57,739 were female. Karanjia population was estimated to be 146,410 in 2022. Literate people are 63,967 out of 36,046 are male and 27,921 are female. Total workers are 52,211 depends on multi skills out of which 30,705 are men and 21,506 are women. Total 7,025 Cultivators are depended on agriculture farming out of 6,295 are cultivated by men and 730 are women. 3,917 people works in agricultural land as a labor in Karanjia, men are 1,990 and 1,927 are women.

Objectives of Gender Audit

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community. To see the work and capacity for prevention of sexual harassment at the college.

Gender Sensitive Features of the College

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

I. Facilities for Students:

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

1. Separate Entrance: The separate entrance avoids chaotic situation. It is one of the safety measurements for students and to maintain discipline.

2. Parking Facilities: A well observed parking of two-wheelers as well as four wheelers for girls.

Boys and staff is one of the disciplines in this college.

3. Study Room: A study room that caters well to the needs of all students as well as the staff.

4. Separate Circulation Counters and Reading Rooms: Girls and boys have separate circulation counters as well as reading room in the library is mark as a discipline.

5. Ladies Room: Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study A notice board is also placed in Ladies Room.

- 6. Washroom Facility:** At six different places girls and boys washrooms are situated in the college with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.
- 7. Drinking Water:** Three water coolers and water purifiers are placed for students and staff at convenient places.
- 8. Ramp:** Keeping in mind the needs of physically handicapped students, ramp had been provided in both buildings to ease accessibility.
- 9. Suggestion Box:** Suggestion boxes have been provided to inculcate student feedback in college management in the office building.
- 10. Waste Management:** Keeping in mind the need to manage waste efficiently, vermin composting units that facilitate solid waste management have been provided. Also, student awareness about the same is looked after.
- 11. CCTV:** CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading rooms, ground and office and exam department.
- 12. Notice Boards:** Notice boards are available on every floor as well as for every department. This is supplemented with electronic notice board at the main entrance that displays important notices applicable to all students.
- 13. SMS Alert System:** An SMS Alert System for information dissemination about important dates and notices among the students and the staff is managed.
- 14. Unique ID Number:** Unique ID Number is provided to all the students with color coding according to the faculty of the student Identity card for staff is also provided.
- 15. Central Library:** The library has a wide range of text books/ reference books/ e-literature in each subject along with a Research Information Centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There is also national and international journal, books for competitive exam and free internet facility for students, Reading festivals and book exhibitions are arranged under the initiative of the library.

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In the year 2018-19 book exhibition on gender sensitization was organized by the library.

16. Sports facilities: College takes special efforts to promote sports among the students Indoor games in the college are chess, table tennis and weight lifting Outdoor games are Kabbadi, handball, volleyball, canoeing, netball, baseball and softball.

17. Yoga: Yoga training is given to students and teachers every year.



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II. Features and Initiative of College for Gender Sensitization

- 1. Gender Balance in Enrolment at Intermediate & Graduation Level:**
Karanjia Autonomous College is located in Karanjia. It is reputed for co-education and discipline. Student strength is increasing continuously. Basically, girl student strength is more than boys.

In the following table gender proportion of students is given:

Table No.1. Faculty Wise Gender Distribution in Enrolment at Graduation Level

YEAR	FACULTY	MALE (%)	FEMALE (%)	TOTAL
2022-23	BA	40.15	59.85	100
	B.COM	59.74	40.26	100
	B.SC	50.11	49.89	100
GRAND TOTAL		45.38	54.62	100

YEAR	FACULTY	MALE (%)	FEMALE (%)	TOTAL
2023-24	B.A	36.16	63.84	100
	B.COM	59.65	40.35	100
	B.SC	54.35	45.65	100
GRAND TOTAL		44.54	55.46	100

2. Health Camp for Students:

Every year health camp is organized for students. It has been carried out in collaboration with Karanjia Government Hospital. Almost all students have been checked for blood group, haemoglobin and blood pressure. A free check-up camp has been organized by our college and doctors of various specializations were invited for consultation.

3. Medical assistance to students and staff:

A general insurance policy is available for students at very low premium Rs. 154. Every student is insured for accident and his or her family

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is insured for health for Rs 1,00,000. The institute MVP has tie up with Health India Insurance. This health insurance facility is also available for staff. It covers the family of staff with their parents.

4. Anti-Ragging and Discipline Committee:

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

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

5. Vishakha Committee and Anti Sexual Harassment Cell :

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

Board of Students' Development:

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

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College, Karanjia runs different activities under BSD. These are Earn and Learn Scheme, *Nirbhay Kanya Abhiyan*, Girl student personality Development programme and Disaster Management Workshop.

❖ **Vidyarthini Manch:**

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

❖ **Earn and Learn Scheme:**

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

Board for Student Development Organizes different seminars, guest lectures, disaster management workshop and expert advice on different issues related to personality development, women health and laws every year. Female and male students have actively participated in the programmes in successive two years. In the year 2020-21 and 2021-22 following activities have been organized by BSD.



6. Career Guidance , Training and Placement Cell :

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

7. Academic Research Center (ARC) :

According to the guidelines of Savitribai Phule Pune University, Pune , ARC is formed by the college to develop the RESEARCH APTITUDE AMONG STAFF AND STUDENTS. This Centre is always trying to motivate the students for research activities like *Avishkar*, Students are participating at different level like college, District, Zonal and University.

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8. Skill Development Programme:

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

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

9. National Cadet Corps Unit for Girls and Boys :

The collage has NCC unit for boys and girls. The NCC unit provides a suitable environment for taking up a career in the armed forces. The boys and girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls and boys. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and pulse Polio Campaign. Some adventurous activities are also organized by NCC Battalion of the college, like Mini Treks – Cycle Expedition, Water Activities , Rope Climbing , Rock Climbing in order to develop team spirit and confidence among the cadets. ANO. Upendra Mohantais trained officer of this unit. The total strength of girl's cadet is 18 and the strength of the boys is 38.

10. National Service Scheme (NSS) for Girls and Boys :

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the students to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the well-being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of the college is having 100 volunteers. Every year many outreach and extension programmes are organized for the community development. This unit has undertaken.

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11. Central Library:

The library has a wide range of text books / reference books in each subject along with a research information center. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also national and international journal., books for competitive exam and free internet facility for students. Reading festivals and book exhibition are arranged under the initiative of the library. In the year 2021-22, an exhibitions on gender sensitization was organized by the library. All three genders related books and writers' books were displayed in exhibition.

Findings:


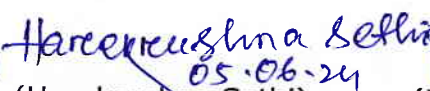

- Students' strength is increasing and particularly girl strength is increasing continuously in both UG and PG programmes through Odisha Open University.
- Students of backward classes enjoy a major share in admission.
- Success rate of girl student is higher than boys.
- Total 40.98% boys and 59.2% girls are benefited by health check-up camp. Total 42.8% male and 57.92% female were participated in BSD activities.
- Special awareness programmes and self defence programme are organized for girls by women cell and *Vidyarthini Manch*.
- Males are more benefited than girls in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among girls about their career and self – sufficient.
- Female participation is more than male in programmes of Academic Research Committee. It is necessary to create awareness among boys about importance of research.
- NCC Unit is for both male and female. They are participating in different activities enthusiastically.
- Male participation is greater than female in NSS activities. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.
- YRC Unit is for both male and female. They are participating in different activities.
- Blood donation camps are organized every year through NSS Eye camp.
- Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.
- Female participation in Co-Curricular activities is greater than male. It is necessary for overall personality development.
- Females are taking more benefits of library than male.



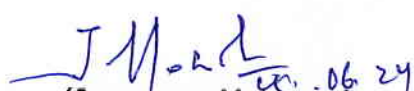


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Conclusion

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

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