

GENDER AUDIT REPORT

2018-2023



INTERNAL QUALITY ASSURANCE CELL (IQAC)
PANCHAYAT COLLEGE, BARGARH
Ruhunia, Bargarh-768028, Odisha

E mail: pcbargarh@gmail.com/

website: www.panchayatcollege.in

S. S. Sahu

Co-ordinator

Panchayat College, Bargarh
Co-ordinator, IQAC
Panchayat College, Bargarh

P. Sahu

Principal

Panchayat College, Bargarh
Principal
Panchayat College, Bargarh

GENDER AUDIT COMMITTEE MEMBERS

The following committee members have been associated with planning, surveying, analyzing, monitoring, report preparing, and recommending the necessary changes related to the Gender Audit of Panchayat College, Bargarh 2018-23.

1. Dr. Umesh Chandra Mahapatra

Assistant Professor, Department of English,
Panchayat College, Bargarh-768028

2. Dr. Bidut Prava Mohanty


Assistant Professor, Department of Zoology,
Panchayat College, Bargarh-768028

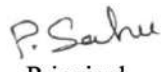
3. Dr. Krishna Rani Sasmal

Assistant Professor, Department of Hindi,
Panchayat College, Bargarh-768028

4. Mrs. Sushama

Assistant Professor, Department of Sanskrit,
Panchayat College, Bargarh-768028


Co-ordinator
Panchayat College, Bargarh
Co-ordinator, IQAC
Panchayat College, Bargarh


Principal
Panchayat College, Bargarh
Principal
Panchayat College, Bargarh

PREFACE

Denying men and women equal treatment because of their distinct gender roles is a practice known as gender discrimination or gender inequality. People have known the concept of gender inequality for a long time, but it wasn't until the early 1900s that the shifting gender relations were described as "one of the most rapid, profound social changes" (Wright & Rogers 2009). Ultimately, a lot of people continue to view gender disparity as a problem exclusive to women. However, when we refer to "gender," we mean gender in all of its manifestations, including transgender, female, and male. When we give all genders more authority, they may live freely-especially the marginalized ones. Gender inequality also keeps people from speaking up for what they believe. Ultimately, it impedes and imperils their prospects.

The historical record indicates that tackling gender inequality has resulted in societies that are safe and stable. The reason for the gender wage gap is gender inequality. In a similar vein, it increases the susceptibility of particular genders to prejudice and violence. They also encounter objectification and socioeconomic inequality. All of this ultimately results in severe anxiety, depression, and even low self-esteem. Gender inequality is detrimental to both genders, and we must all realize this. This gender inequality article will outline how everyone of us may take collective action to halt these long-term consequences. Undoubtedly, gender inequality is a serious problem that has to be addressed globally. Though its intensity has partially subsided, it nevertheless exists and has a daily impact on a large number of people. However, there are reasons to expect that progressive thought and education will ultimately put an end to gender inequity. Maybe then everyone, regardless of gender, can live fairly.

The gender audit committee of the Panchayat College, Bargarh carried out a five-year gender audit, which is depicted in the Gender Audit report. Likert scales, qualitative methods, and structured questionnaires were used to collect information and data in two stages. Both subjective interpretation and descriptive statistics have been used to interpret the impressions and insights of the respondents. The college's personnel, students, and connected colleges have participated in a gender sensitization training program from 2018 to 2023. This program has improved their knowledge of women's rights, relevant laws, and programs from the perspective of gender equity. The college does not follow any gender discrimination policies when hiring new staff members or when selecting board members. Students and employees at the college are informed about sexual harassment in the workplace and

the role of the internal complaint committee. Remote parents and girls can receive important college information via websites. The college is equipped with a CCTV surveillance system to watch people's movements inside the campus all day and all night. Students feel safe and inspired by the Grievance Redressal Cell, Anti-Ragging Committee, and Equal Opportunity Cell.

The committee is deeply appreciative of Panchayat College, Bargarh distinguished faculty and Principal Dr. Nakul Seth for his unwavering guidance. Throughout the design and development of this ethical audit report, the internal audit team is appreciative to the Internal Quality Assurance Cell (IQAC) for their insightful opinions. The committee sincerely appreciates the staff and students' engaged answers to the questions. For the college stakeholders, we believe that the audit report's recommendation will strengthen the gender-friendly workplace.

CHAPTER-1

GENDER AUDIT CONCEPT AND METHODOLOGY

Introduction

Panchayat College situated in the heart of Bargarh district, in the western part of Odisha, it stands as a beacon of knowledge and learning, having been established in 1960 as the first government college in the district. Since its inception, the college has played a vital role in shaping the intellectual and academic landscape of the area, catering to the educational needs of students from diverse backgrounds. With a rich legacy of excellence in higher education, Panchayat College, Bargarh continues to uphold its commitment to providing quality teaching, research opportunities, and holistic development to its students.

As the institution looks towards the future it outlines a comprehensive plan and development policies that will further enhance its impact in the community. To keep pace with the momentum of changing times and emerging radical trends, the institution commits itself for the betterment of the students.

The development of women leaders is prioritized by the college administration. The gender audit committee was made up of outside specialists as well as college faculty. This report's Chapters 2 through 6 go into great depth about the committee's five-year gender audit. The necessity of a gender audit in academic settings and its advantages for college stakeholders are covered in the next chapter.

A Small Amount of Background In 1983, the Australian parliament adopted a decision that set a precedent that lasted for almost 20 years. A resolution to look into the potential impact of Australia's national budget on women's status was enacted at the instigation of labor party "democrats." When the national budget and the first Women Budget statement were introduced to the Australian parliament a year later, the resolution was put into effect. Since then, 40 countries' national budgets have included a gender component in their plan documents.

Adaptation to Higher Education Institutions

The egalitarian promises of justice and equality established in the Indian constitution are greatly enhanced by education. The importance of education in helping people realize their full potential is acknowledged by the University Grants Commission (UGC), particularly for women

and other marginalized and disadvantaged groups. At the core of UGC's mission has always been the promotion of equity via higher education, which is consistent with its pledges to uphold democracy in educational settings. It did this by introducing programs for the underprivileged segments of society, such as Scheduled Caste (SC), Scheduled Tribes (ST), Minorities, and People with Disabilities. In particular, it encouraged women from all of the aforementioned social groups to participate in these programs, increasing their access to and retention in them including in higher education. In terms of the fundamental principles of equality outlined in the constitution, higher education institutions in India are currently facing a difficult moment. Higher education has recently grown, making colleges and universities more demographically democratic than they have ever been. In India now, women make about 42% of all students enrolled in higher education. Simultaneously, as the gender gap closes, persistent inequities and injustices exist between men and women. These can only be addressed through an intersectional analysis that takes into account gender in addition to caste, religion, and class.

An instrument for evaluating and verifying the institutionalization of gender equality inside organizations is the gender audit. This includes an examination of the policies, programs, projects, and/or service delivery, as well as organizational structures, procedures, and budgets. Higher education institutions should recognize that people identify differently and put up a democratic ideal of equality for men and women. Should a gender gap exist in the educational system, it should be investigated using a thorough cross-sectional examination of gender and a range of socioeconomic statistics.

The college carried out this gender audit in order to identify this discrepancy. One such effort to identify gaps, guarantee equity, and close the gender gap on college campuses is the gender audit. This guarantees the democratic values among students, faculty, and support personnel as well as their respectable coexistence of various gender identities. The goal of this gender audit was to comprehend the lives of individuals in various categories as well as to pinpoint gender-friendly activities and best practices on campus. It covers every facet of their education, including instruction, classroom activities, teacher conduct toward students, departmental facilities, information on hostels, etc.

Objectives of Gender Audit

Examining stakeholder perceptions and attitudes toward the college's mission from a gender perspective is the primary goal of the gender audit of the institution. The particular goals of the gender audit are as follows:

Gender Audit Report,

- To carry out a gender audit of the college in order to identify any areas in which there is a gender imbalance.
- To investigate the extracurricular and curriculum-based initiatives the college has implemented over the course of the five-year audit term to address gender concerns.
- To assess whether the campus's amenities are suitable for people of all genders.
- To investigate how the workplace's sexual harassment cell operates and what recourse options are offered by the college.
- To advocate for gender parity in all college activity decision-making processes.

Gender Audit Methodology

A group made up of governmental experts and college faculty members was established to conduct a thorough gender audit. Standardized formats were utilized to gather mandatory gender-based data and information on the subsequent college features.

In order to capture the respondents' opinions about the current gender-sensitive policies and facilities, we performed a survey as part of the audit using a standardized questionnaire created especially for the students and staff.

We had obtained statistics on the male-female composition of the college that was gender-segregated. The survey results from all respondent groups are combined with statistical data acquired over the previous five academic years. The data is then analyzed and logically presented to help identify any areas that may be behind schedule and to highlight areas that could want more refinement and improvement.



CHAPTER-2

FACILITIES FOR WOMEN INSIDE THE CAMPUS

The college is committed to providing a safe and supportive environment for female students. Facilities such as a dedicated women's cell, counseling services, and a grievance redressal mechanism ensure that women have access to support and can voice their concerns without fear of discrimination or harassment. The campus also features secure and well-maintained hostel facilities for women, equipped with all necessary amenities to ensure a comfortable living experience. There is also separate washroom and girls' common room for girl students & faculties.

1. Toilet for Girls



2. Parking Area for Girls



CHAPTER-3

The term "gender sensitivity" describes an effort to interact with individuals without presumption. The goal of a gender-sensitive strategy is to expand, reframe, and open up gender-related behavioral models and expectations. Gender-sensitive frameworks address the unique interests of both men and women equitably and without making assumptions based on outdated ideas. When gender emerged as a key factor in institutional governance, the leadership inside the institution took charge. A broad infrastructure assessment does represent the true picture, even though it cannot be considered flawless. The college audit of gender-sensitive characteristics produced the following important findings. A physical confirmation was conducted on the characteristics of the gender-sensitive elements on campus.

There were the following characteristics prioritised:

1. The administrative office, departments, and hostels all provide basic sanitary amenities, such as separate toilet for employees and students. However, there were certain departments without separate toilet for male and female academic members.
2. The institute has housed an anti-sexual harassment cell.
3. The hostels are guarded by gates, security guards around-the-clock, and a full-time matron and female staff.
4. The campus is equipped with sufficient lighting and CCTV monitoring equipment, particularly around the entrances and library.

The college routinely offers its students gender-sensitization programs

Data Collection and Presentation

Irrespective of gender, the college is constantly focused on the overall development of its staff and students. This institutions possess a good gender equality. Through well thought-out policies, our college works to improve fairness and guarantee the equality of women in all activities. The IQAC launched the "Gender Audit" for the college stakeholders in an effort to raise gender awareness. The gender audit was carried out using a Google form, and its main goals were to promote gender equality in all spheres, assess how the college's policies and procedures address the needs and interests of both male and female employees, and take proactive actions and remedial actions to create a good gender balance in the processes that lead to decisions.

Perception Studies: Data Collected Through Online Google Forms

Figure No. 1: Number of Respondents

The Figure 1 reflects that 80.3 % UG Students and 19.7 % of PG students have responded to the questions about the gender parity in the college campus.

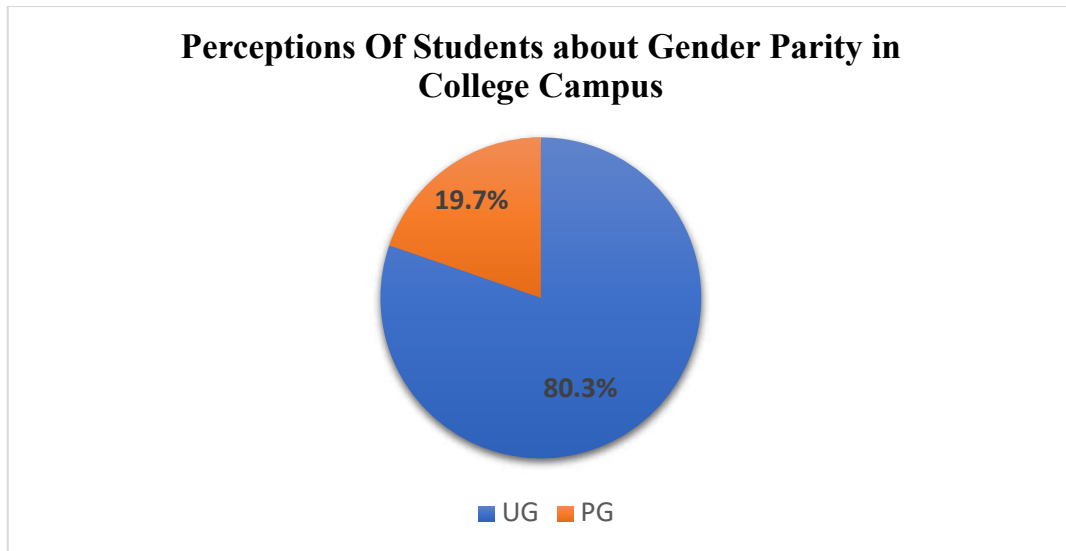
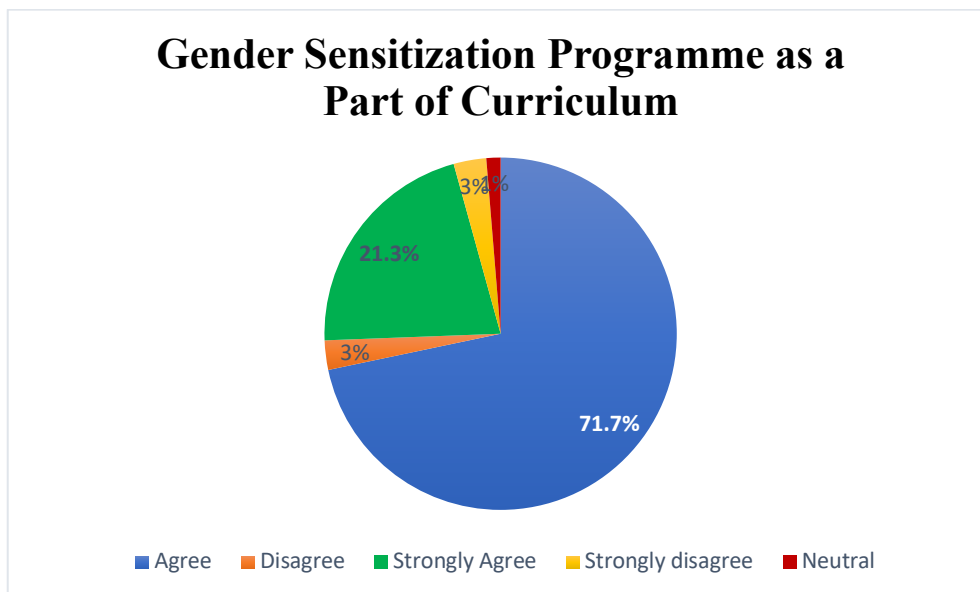


Figure No. 2: Gender Sensitization Programme as a Part of Curriculum

In the provided Figure 2, it is shown that 71.7% of the total respondents expressed agreement and 3% strong agreement with the inclusion of a gender sensitivity program in the curriculum.



Conversely, 5.7 % of respondents disagreed and strongly disagreed with this idea, while 1.3 %of respondents held a neutral stance on the matter.

Figure No. 3: Gender Awareness Programmes Conducted

The provided Figure 3 indicates that 70 % of all respondents expressed agreement and strong agreement regarding the implementation of gender awareness programs. Conversely, 24.7 % of them disagreed and strongly disagreed with the notion that such programs were not conducted, while 11.6 % of respondents remained neutral on the subject.

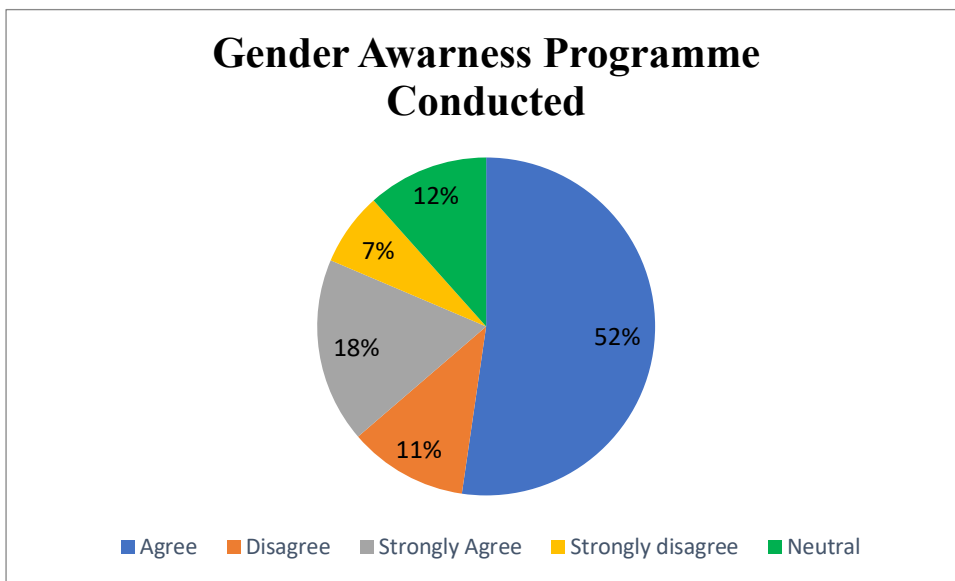


Figure No. 4: Grievance Redressal Cell Set Up in The College

78.2 % of the responses shows that awareness regarding the existence of grievance redressal cell. Whereas 10.6% entirely denied the existence.

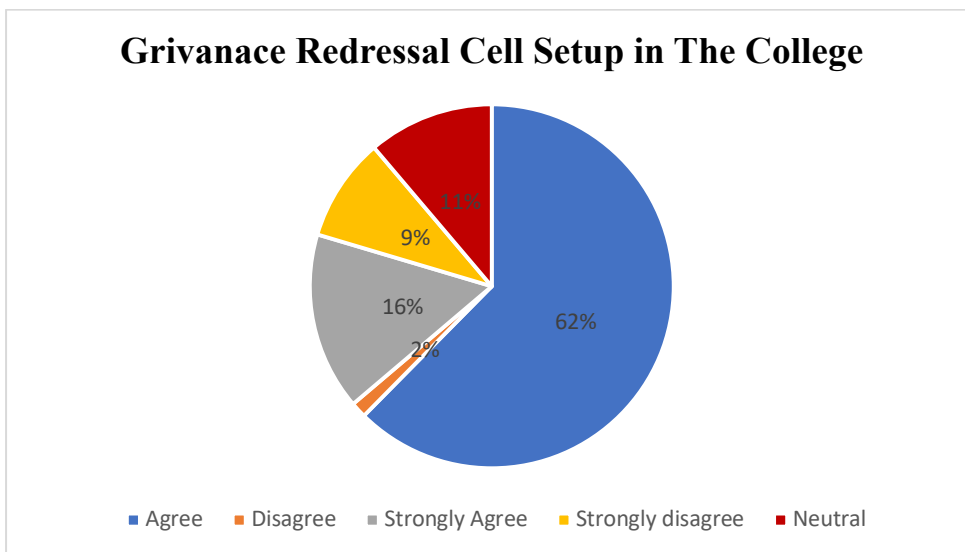


Figure No. 5: Adequate Number of Toilets Separately for Male and Female are Available within Campus

The above Figure represents that 69 % of the total respondent agreed and strongly agreed that there are adequate number of toilets separately for male and female are available within campus whereas 13.3 % of them disagreed. And rest of them were neutral.

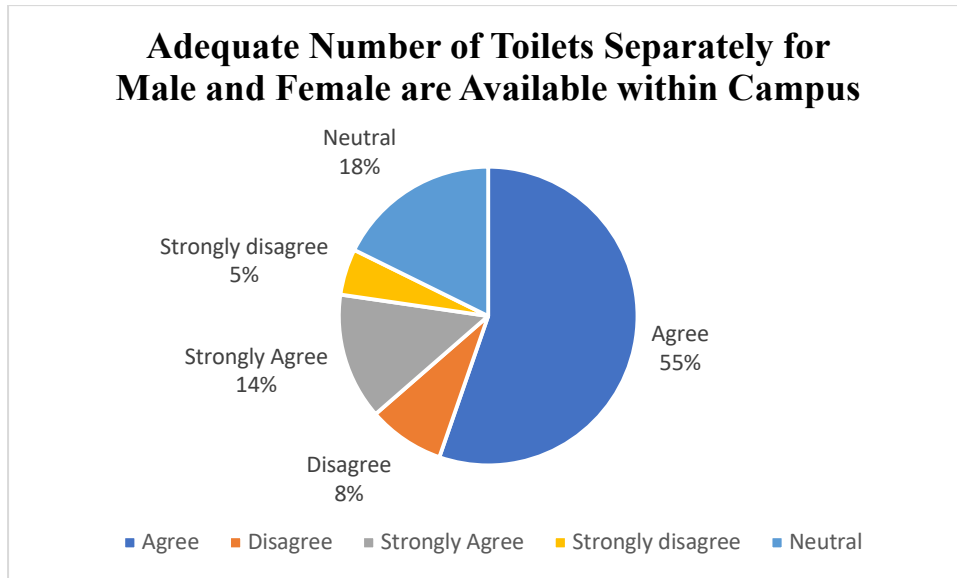


Figure No. 6: Have You Observed and Experienced any Gender Related Issues at The College

The Figure above reveals that 9.7 % of the total respondents have both witnessed and personally encountered gender-related issues at the college. In contrast, a significant 82.4 % of the total respondents have never encountered any such issues, and the remainder expressed uncertainty about their experiences in this regard.

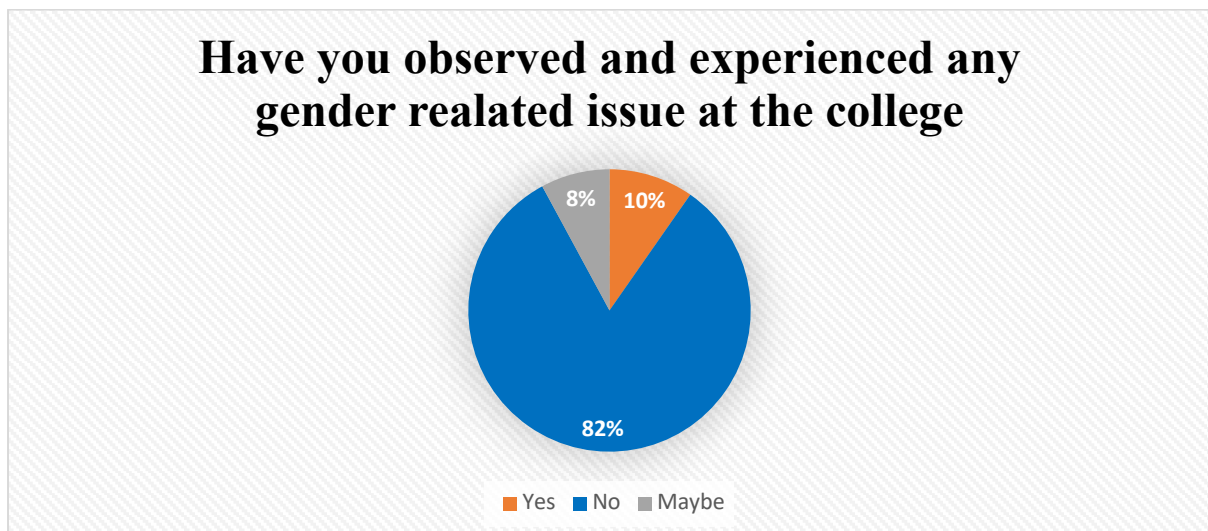


Figure No. 7: How Secure Do You Feel in Your Workplace?

The below figure shows that, 82.3 % respondents feel highly secure in their workplace & 16.7 % are somewhat secure.

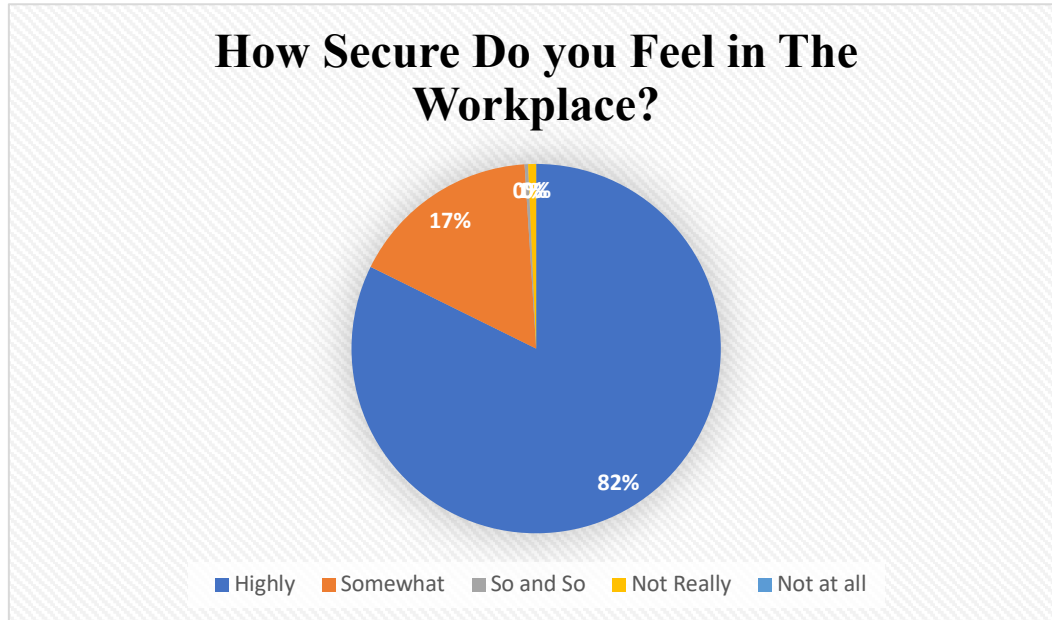


Figure No. 8: Overall, How Happy Are You with Your Male/Female Counter Attitudes and Behaviour in Your College?

The provided Figure illustrates that 47.1% of all the respondents expressed being "very happy," 23.5% indicated they were "somewhat happy," and 11.8% reported feeling "unhappy" with the attitudes and behaviours of their male/female counterparts in the college. The remaining respondents maintained a neutral stance on this matter.

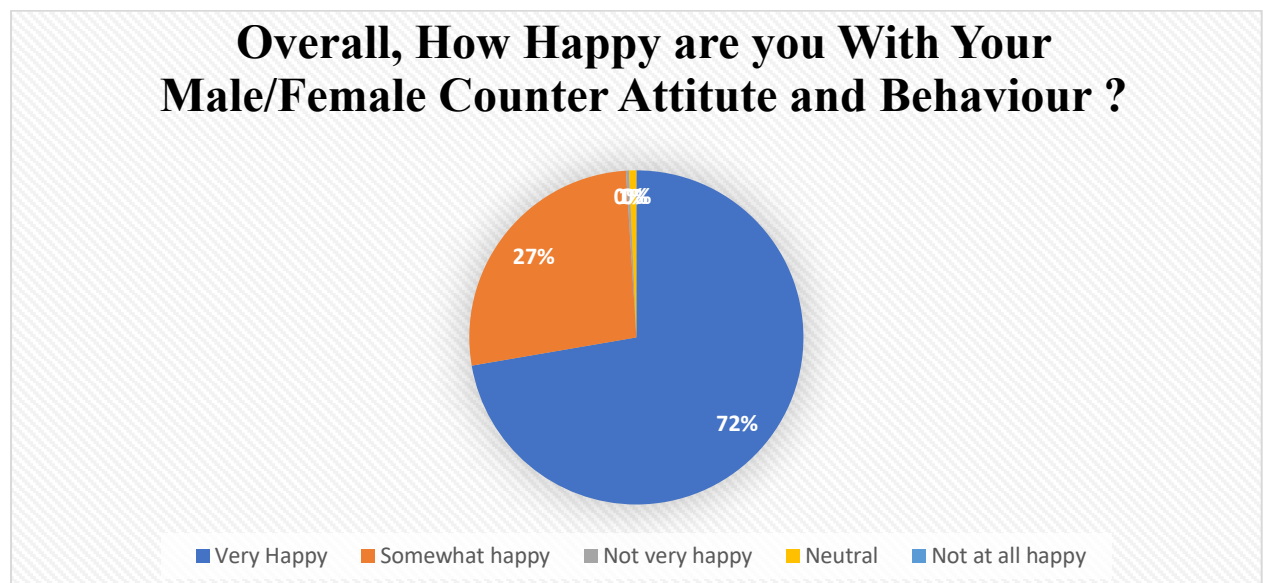
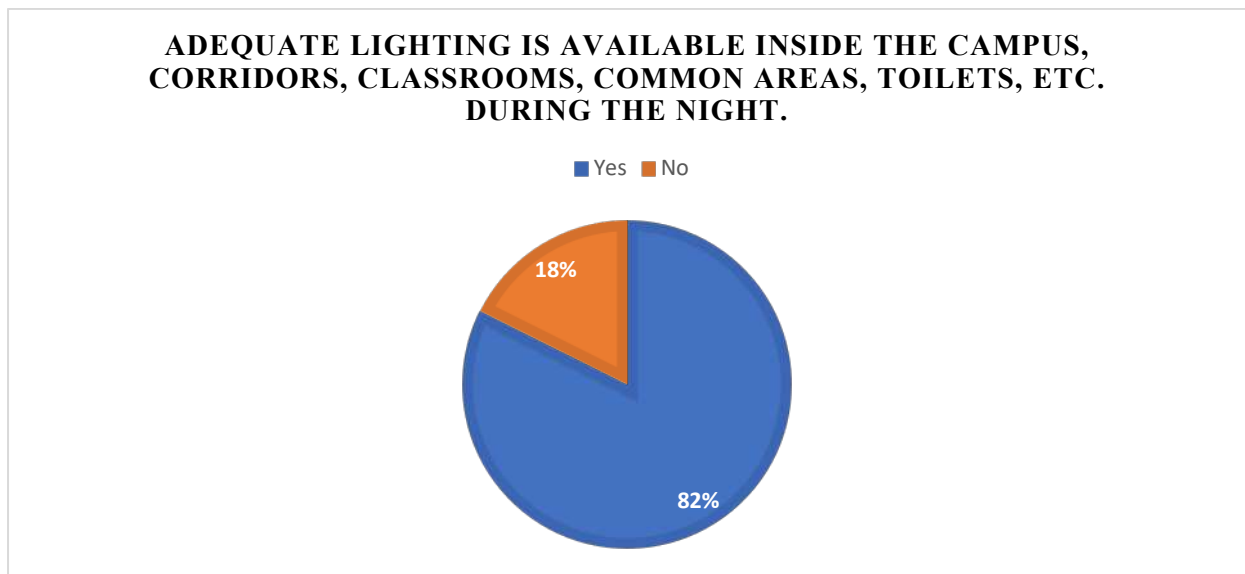


Figure No. 9: Adequate Lighting is Available inside the Campus, Corridors, Classrooms, Common Areas, Toilets, etc. During the Night.

The Figure above demonstrates that 82.4 % of all the respondents believe that there is sufficient lighting in the campus, including areas such as corridors, classrooms, common spaces, and restrooms during night-time. On the other hand, 17.6 % held a differing perspective, while the rest of the respondents were uncertain about the availability of adequate lighting.



CHAPTER-4

ACTION TAKEN REPORT: 2022-2023

Date: 08/03/2022

MEMBERS OF THE GENDER AUDIT COMMITTEE:

1. **Dr. Umesh Chandra Mahapatra**, Assistant Professor, Department of English, Member
2. **Dr. Bidut Prava Mohanty (OIC)**, Assistant Professor, Department of Zoology, Member

ACTION TAKEN:

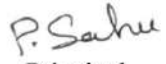
1. Gender Sensitization Training Programme were organised.
2. Seminar, Workshop and Faculty Programme were organized by the various Departments including the NSS.
 - International Women's Day celebration organised by NSS unit of the college
 - Seminar on "Informal Women Workers In Western Odisha Sustainability & Social Justice" was organised by the P.G. Department of History, Panchayat College, Bargarh.
 - This Institution actively organizes events and programs that promote gender equity and sensitization. International Women's Day is celebrated with enthusiasm every year, featuring seminars and workshops that highlight the achievements and challenges of women. An example of this is the national seminar on "Informal Women Workers in Western Odisha: Sustainability and Social Justice," organized by the Department of History on November 19-20, 2022, and sponsored by ICSSR. These events not only raise awareness but also inspire students to advocate for gender equality. The college also observes programs like "Khusi," which focuses on menstrual health and hygiene, aiming to break the taboos associated with menstruation and empower female students with knowledge and resources.
3. **Curricular Initiatives:** Gender equity is embedded within the curriculum to ensure that students are educated on the importance of equality and respect for all genders. One of the

Gender Audit Report,

key subjects in the B.Ed. program is "Gender, School, and Society," which explores the intricate relationships between education and gender issues, encouraging future educators to foster inclusive learning environments. Additionally, the course "Values and Ethics," compulsory for all undergraduate students, incorporates discussions on gender sensitivity, ethical behavior, and respect for diversity. Students in disciplines such as English, Psychology, Sociology, and Education also engage with gender-related topics, providing a broad-based understanding of gender issues across various fields.

4. In its ongoing efforts to promote gender equity, Panchayat College has initiated a comprehensive gender audit. This audit assesses the institution's policies, practices, and facilities to ensure they are conducive to gender equality. The audit's findings are used to implement measures that further enhance gender sensitivity and inclusivity on campus.


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