

LAXMINARAYAN COLLEGE, JHARSUGUDA



**GENDER AUDIT REPORT
2022-23**



Internal Quality Assurance Cell (IQAC)



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Gender Audit: An Introduction

A. Introduction of the Institution

The beacon of Higher education in western Odisha brighten more with the establishment Laxminarayan College, Jharsuguda on 18 August 1969. Affiliated to Sambalpur University, popularly known as L. N. College, is a full-fledged aided College of the Government of Odisha located in Jharsuguda district headquarter. The college imparts teaching in Arts, Science and Commerce both in +2 or higher secondary education and +3 (three year) Under Graduate Degree Course with honours. This is the only college of the district having the facility of hostel for female and male students in different location.

The College is affiliated to Sambalpur University, and is recognized by the University Grants Commission under section 2(f) and 12(b)

B. What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

C. Constitution of Gender Audit Committee:

Sl. No	Name	Designation	Institution
1.	Mr. N. K Panda	Chairman	Principal, L.N College, Jharsuguda
2.	Mr. T.K Barik	Vice Chairman	IQAC, Coordinator, LN College, Jharsuguda
3.	Dr S. M. Purohit	Member	NAAC Coordinator, L.N College, Jharsuguda
4.	Mrs P. M. Dash	Member	Lect. in English L.N College, Jharsuguda
5.	Mrs Rohini Baxla	Member	Lect. in English L.N College, Jharsuguda
6.	Miss S. Samaria	Member	Lect. in Commerce L.N College, Jharsuguda
7.	Miss S. Barik	Member	Lect. in Commerce L.N College, Jharsuguda

The Gender Audit has been undertaken by the IQAC, L.N College, Jharsuguda along with the above committee members. The Committee members, Vice Chairman, and Chairman intended to

scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. Objectives of the Gender Audit exercise:

- ❖ The institute shall take effective measures for the safety and security of all genders.
- ❖ There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- ❖ There shall not be any kind of discrimination on the basis of gender.
- ❖ To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- ❖ Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- ❖ To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- ❖ A certified consultant to be invited to take care of personal development and confidence building among students.
- ❖ Organizing programs to build confidence and instill leadership qualities in the girl students.
- ❖ To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- ❖ To create social awareness about the problems of women and gender discrimination in particular.
- ❖ The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

Gender Balance within the Institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of Laxminarayan College, Jharsuguda. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

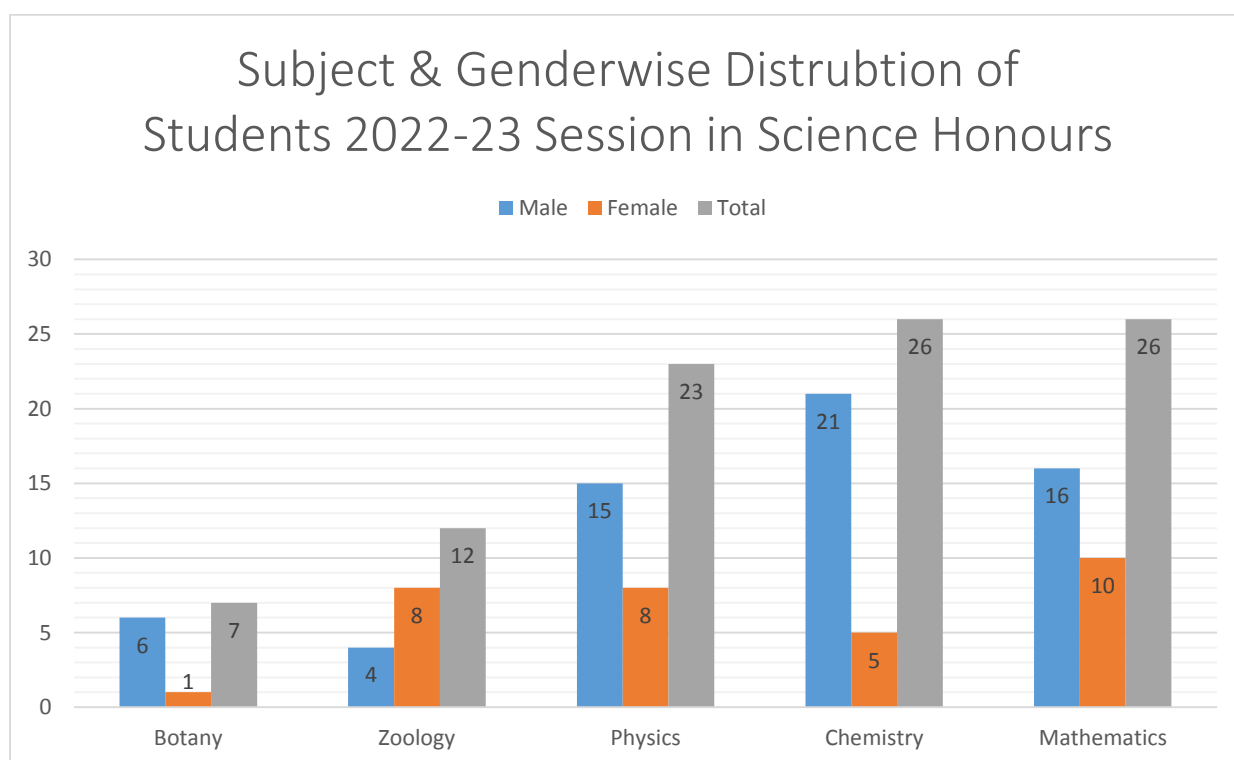
Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC, YRC, NSS unit for boys and girls are meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene, "Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal),etc.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the College. In the public societal action the College provides classes for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard

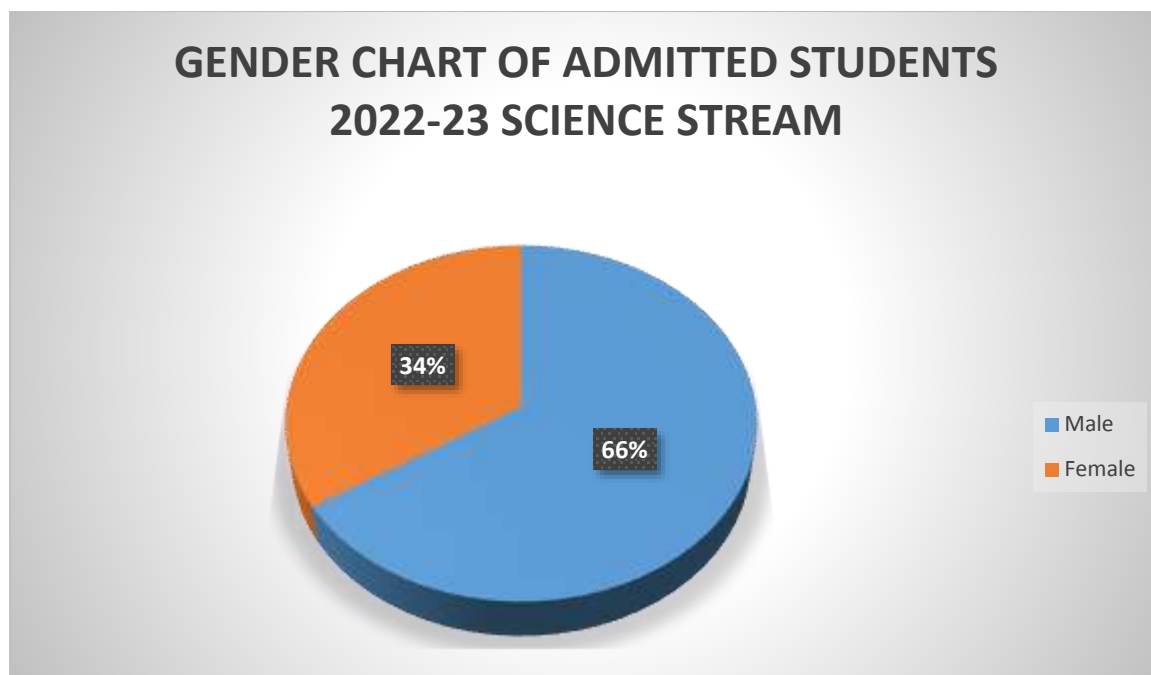
to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

**Table-2.1: DISTRIBUTION OF GENDER IN SCIENCE STREAM (Admission Batch 2022-23)
+3 1ST YEAR SCIENCE**

SCIENCE STREAM	MALE	FEMALE	TOTAL	% MALE	% FEMALE
BOTANY	06	1	7	85.72	14.28
ZOOLOGY	4	8	12	33.33	66.67
PHYSICS	15	8	23	65.21	34.79
CHEMISTRY	21	5	26	80.77	19.23
MATHEMATICS	16	10	26	61.53	38.47
Total	62	32	94	65.96	34.04



GENDER CHART OF ADMITTED STUDENTS 2022-23 SCIENCE STREAM



The above Column Chart and Pi- Chart shows the gender wise division of students admitted in Science stream in the session 2022-23. Botany has a significantly higher percentage of male students (85.72%) compared to female students (14.28%). Zoology has a higher percentage of female students (66.67%) compared to male students (33.33%). Physics has a higher percentage of male students (65.21%) compared to female students (34.79%). Chemistry has a significantly higher percentage of male students (80.77%) compared to female students (19.23%). Mathematics has a higher percentage of male students (61.53%) compared to female students (38.47%). Overall, in the science stream for the admission batch of 2022-23, there were 62 male students and 32 female students, making up 65.96% and 34.04% of the total, respectively.

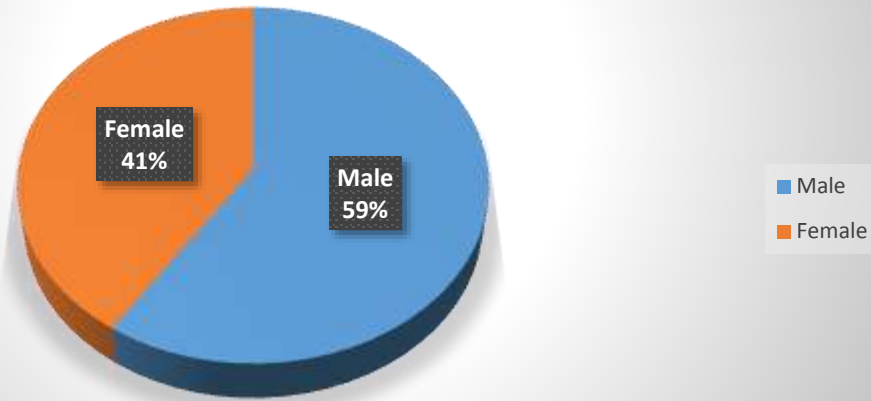
Table-2.2: DISTRIBUTION OF GENDER IN COMMERCE STREAM

(Admission Batch 2022-23) +3 1ST YEAR COMMERCE

STREAM	MALE	FEMALE	TOTAL	% MALE	% FEMALE
COMMERCE	54	37	91	59.34	40.66

GENDER CHART OF ADMITTED STUDENTS 2022-23 COMMERCE STREAM

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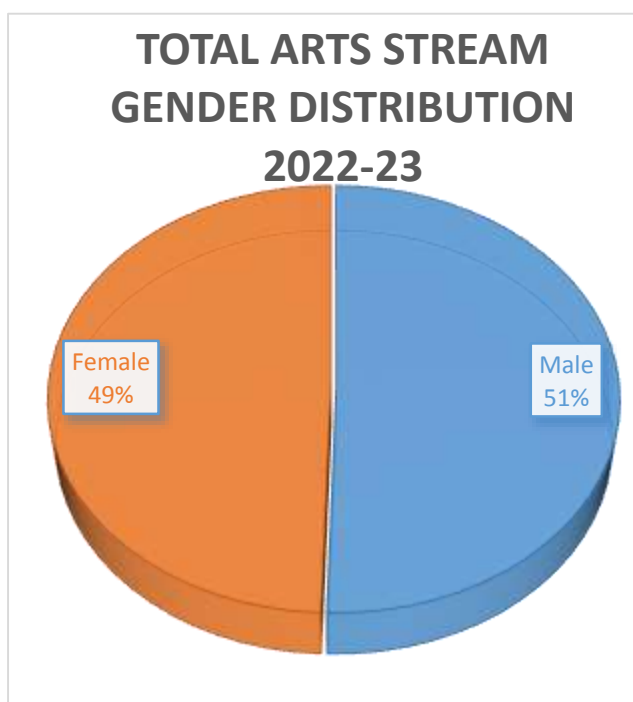
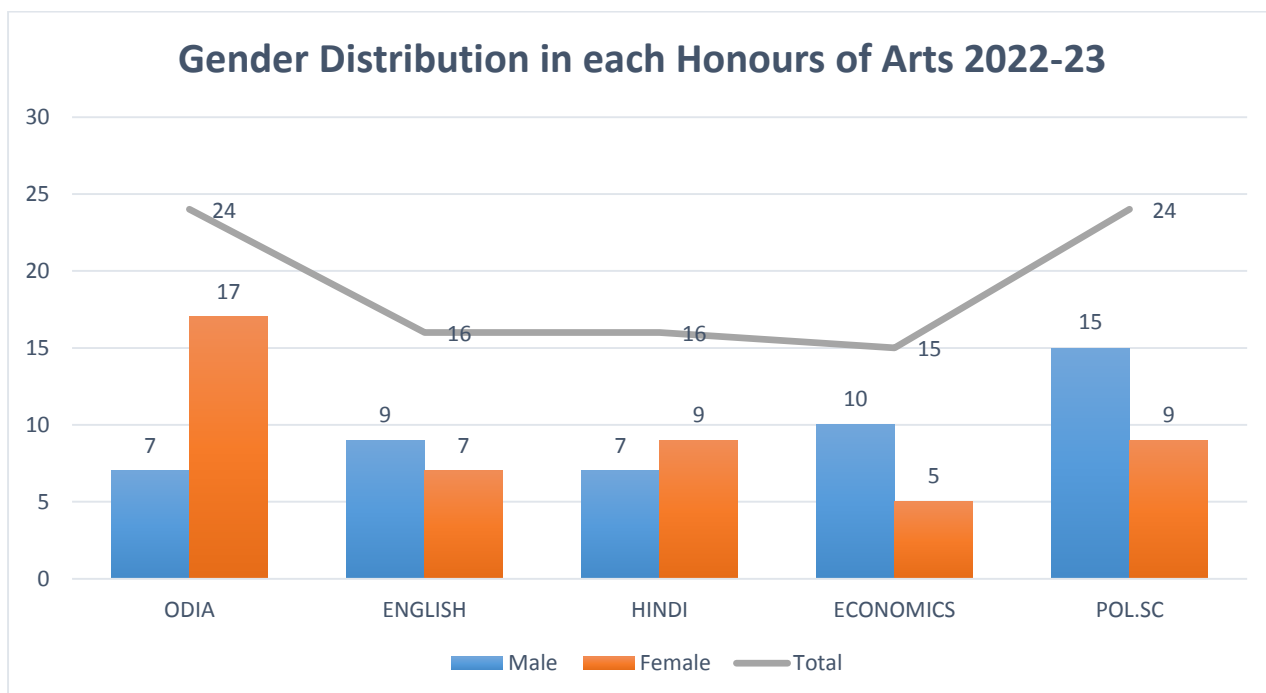


The above Pi- Chart shows the gender wise division of students admitted in Commerce Stream in the session 2022-23. From the table and Pi-Chart In the Commerce stream: There were 54 male students and 37 female students. Male students constituted approximately 59.34% of the total, while female students constituted approximately 40.66%. Comparing with the Science stream data, it seems the Commerce stream has a higher percentage of female students.

Table-2.3: DISTRIBUTION OF GENDER IN ARTS STREAM

(Admission Batch 2022-23) +3 1ST YEAR ARTS

ARTS STREAM	MALE	FEMALE	TOTAL	% MALE	% FEMALE
ODIA	07	17	24	29.17	70.83
ENGLISH	09	07	16	56.25	43.75
HINDI	07	09	16	43.75	56.25
ECONOMICS	10	05	15	66.67	33.33
POL.SC	15	09	24	62.5	37.5
Total	48	47	95	51	49

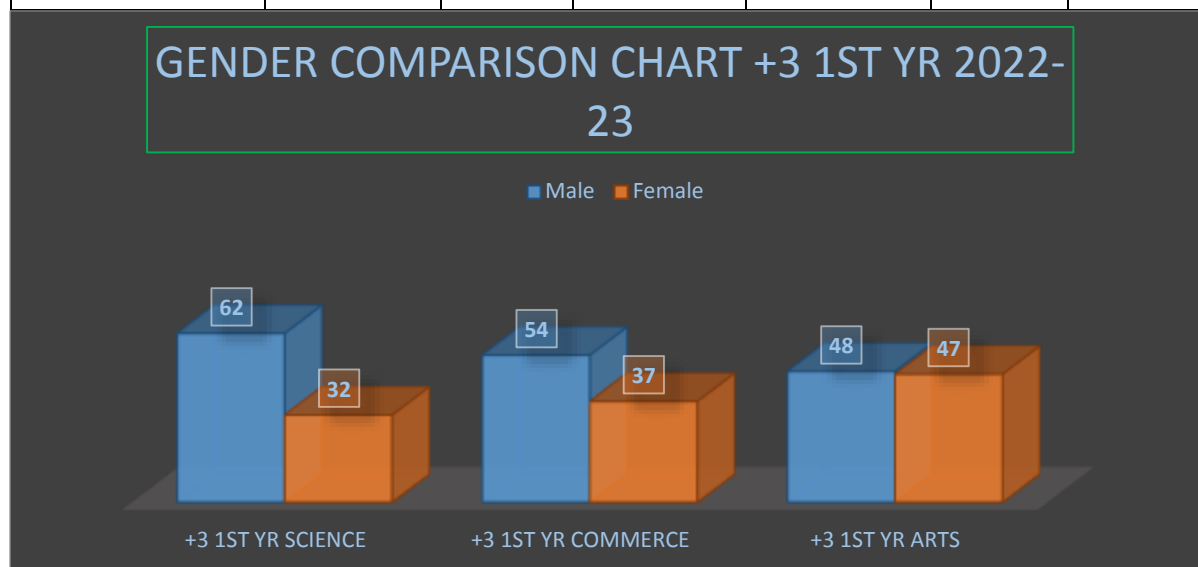


The above Table, Chart and Pi- Chart shows the gender wise division of students admitted in Arts Stream in the session 2022-23 In the Arts stream: Odia has a higher percentage of female students (70.83%) compared to male students (29.17%). English has a higher percentage of male students (56.25%) compared to female students (43.75%). Hindi has a higher percentage of female students (56.25%) compared to male students (43.75%). Economics has a higher percentage of male students (66.67%) compared to female students (33.33%). Political Science has a

higher percentage of male students (62.5%) compared to female students (37.5%). Overall, in the Arts stream for the admission batch of 2022-23, there were 48 male students and 47 female students, making up 51% and 49% of the total, respectively. Most interestingly the gender division in Arts stream as compared to Science and Commerce is showing a very high percentage of female student and a very equitable scenario of 49% and 51% of female male students.

Table-2.4: GENDER COMPARISON CHART AMONG +3 1ST YEAR ARTS, SCIENCE, COMMERCE OF 2022-23

CLASS	SESSION	Total	MALE	FEMALE	% Male	% Female
+3 1 ST YR SCIENCE	2022-23	94	62	32	65.9	34.1
+3 1 ST YR COMMERCE		91	54	37	59.35	40.65
+3 1 ST YR ARTS		95	48	47	50.5	49.5
Total Student in 1 st Year		280	164	116	58.57	41.43

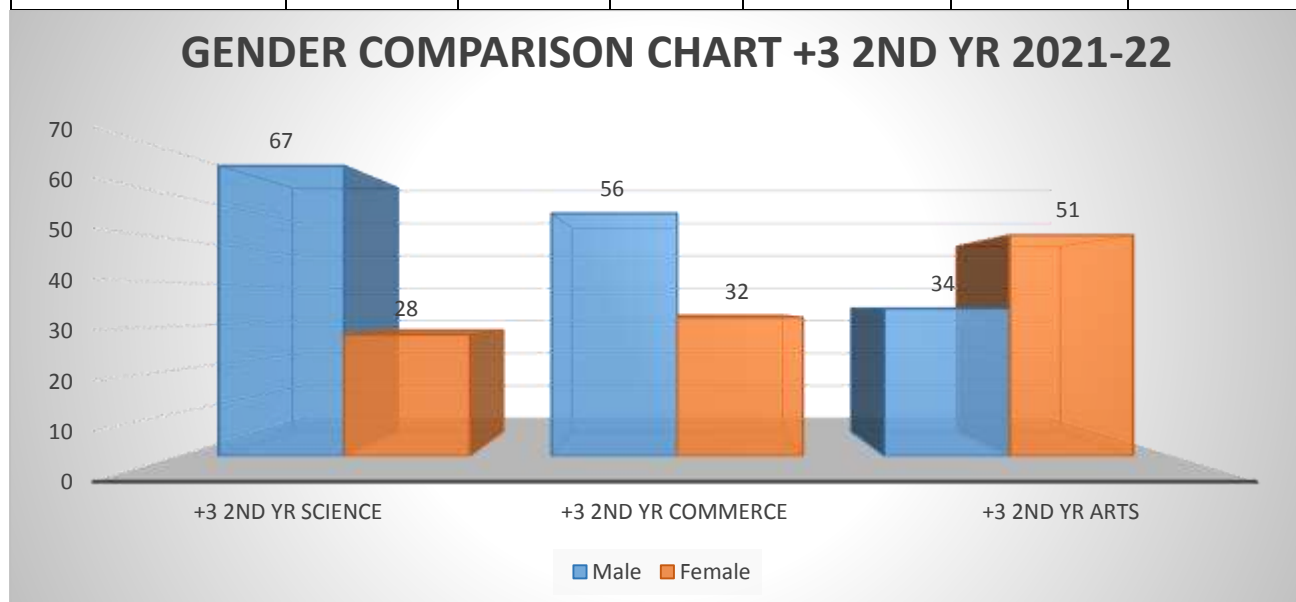


The above column chart and table describes the gender comparison among students of +3 1st year across all streams of 2022-23 admission batch. This clearly showing that the female students are more interested to opt Arts as Honours stream in this session. In the Science stream, there's a higher percentage of male students (65.9%) compared to female students (34.1%). In the Commerce stream, there's also a higher percentage of male students (59.35%) compared to female students (40.65%). Interestingly, in the Arts stream, the gender distribution is almost balanced, with 50.5% male students and 49.5% female students. Across all three streams, there are 164 male students and 116 female students, constituting 58.57% and 41.43% of the total, respectively.

Table-2.5: GENDER WISE DIVISION OF STUDENTS OF +3 2ND YR (2021-22 Admission Batch) (Data pertaining up to December 2023)

CLASS	SESSION	TOTAL	MALE	FEMALE	% Male	% Female
+3 2 ND YR SCIENCE	2021-22 Admission Batch	95	67	28	71	29
+3 2 ND YR COMMERCE		88	56	32	64	36
+3 2 ND YR ARTS		85	34	51	40	60
Total Student in 2nd Year		278	157	111	59	41

GENDER COMPARISON CHART +3 2ND YR 2021-22

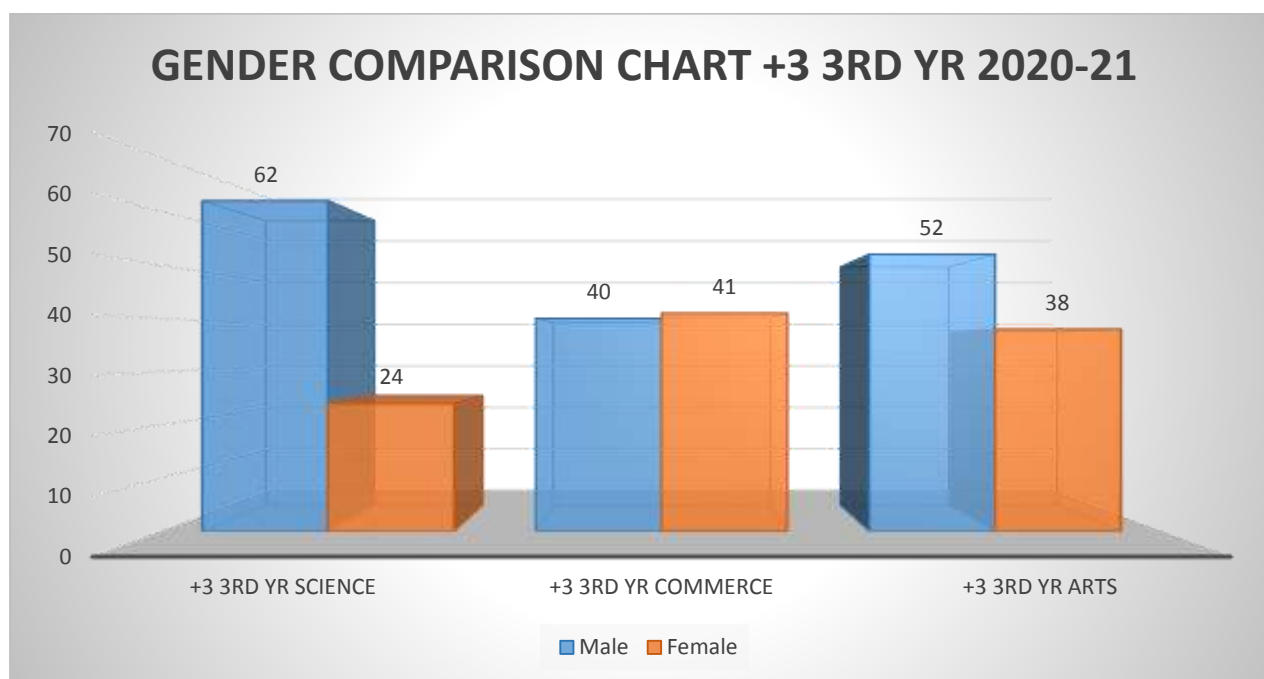


The above column chart showing the gender comparison of students among +3 2nd year Science, Commerce, Arts streams in the session 2022-23. These 2nd year students have taken admission in the session 2020-21. The above column chart showing that in the 2nd year Science stream, there's a higher percentage of male students (71%) compared to female students (29%). In the 2nd year Commerce stream, there's also a higher percentage of male students (64%) compared to female students (36%). However, in the 2nd year Arts stream, there's a higher percentage of female students (60%) compared to male students (40%). Across all three streams, there are 157 male students and 111 female students, constituting 59% and 41% of the total, respectively.

Table-2.6: GENDER WISE DIVISION OF STUDENTS OF +3 3RD YR (2020-21 Admission Batch)

CLASS	SESSION	TOTAL	MALE	FEMALE	% Male	% Female
+3 3 RD YR SCIENCE	Admission batch 2020-2021	86	62	24	72	28
+3 3 RD YR COMMERCE		81	40	41	49.38	50.62
+3 3 RD YR ARTS		90	52	38	57.7	42.3
Total Student in 3rd Year		257	154	103	59.9	40.1

(Data pertaining up to December 2022)



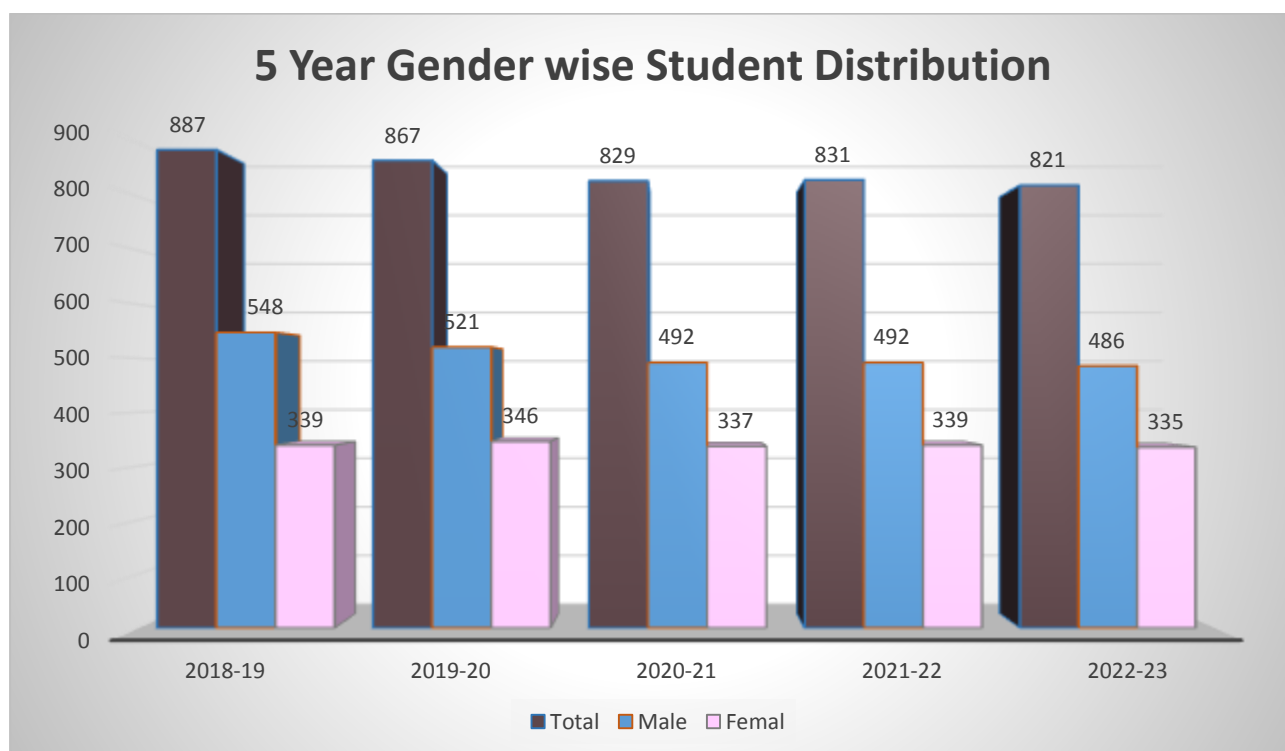
Data in the above column chart is showing the gender comparison of +3 3rd year students of Science, Commerce, Arts students in the session 2021-22. These students were taken admission in the session 2020-21. In the 3rd year Science stream, there's a higher percentage of male students (72%) compared to female students (28%). In the 3rd year Commerce stream, the gender distribution is almost balanced, with 49.38% male students and 50.62% female students. In the 3rd year Arts

stream, there's a higher percentage of male students (57.7%) compared to female students (42.3%). Across all three streams, there are 154 male students and 103 female students, constituting 59.9% and 40.1% of the total, respectively.

Table-2.7: GENDER COMPARISON CHART OF STUDENTS IN LAST FIVER YEARS

ALL STREAMS OF +3 ALL YEAR	SESSION	TOTAL	MALE	FEMALE	% MALE	% FEMALE
	2018-19	887	548	339	61.78	38.21
	2019-20	867	521	346	60.09	39.91
	2020-21	829	492	337	59.3	40.7
	2021-22	831	492	339	59.2	40.8
	2022-23	821	486	335	59.1	40.9

(Data pertaining up to December 2022)

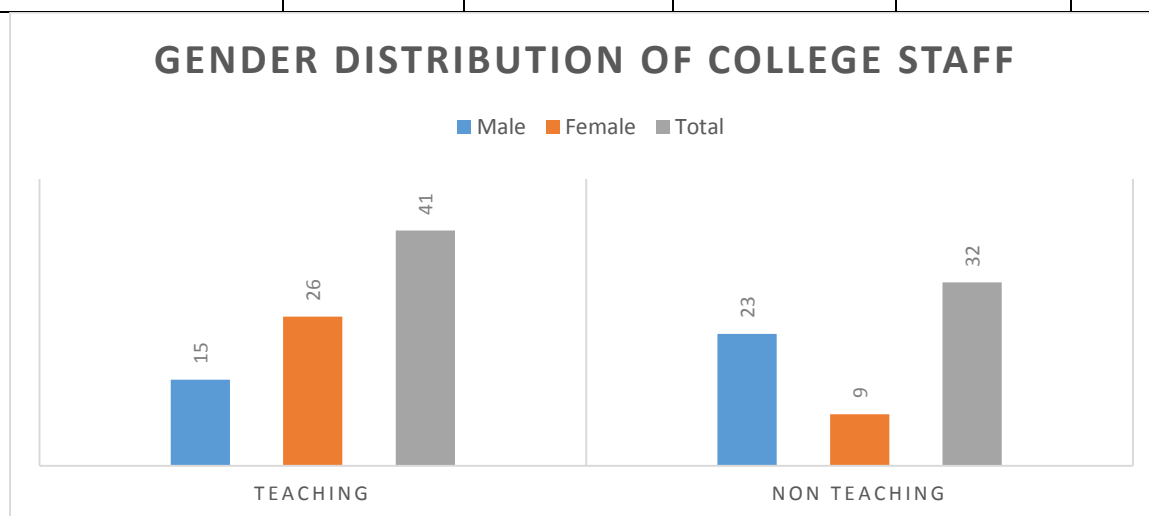


Over the past five years, the percentage of male students has ranged from 59.1% to 61.78%, while the percentage of female students has ranged from 38.21% to 40.9%. There is a slight fluctuation in the gender distribution over the years, but overall, the percentage of male students has remained higher than that of female students across all sessions. The total number of students has also shown some variation over the years, but generally remained within the range of 821 to 887 students.

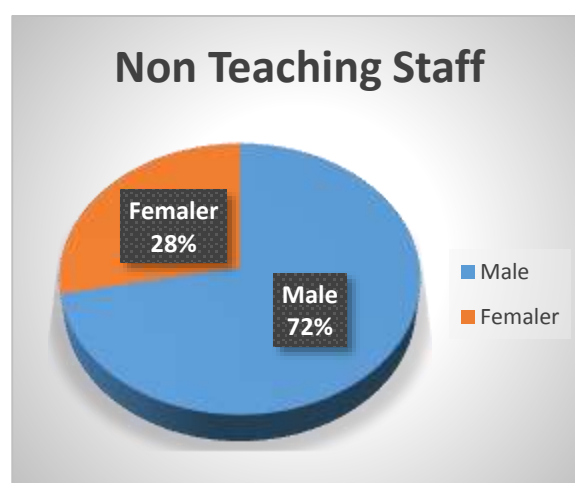
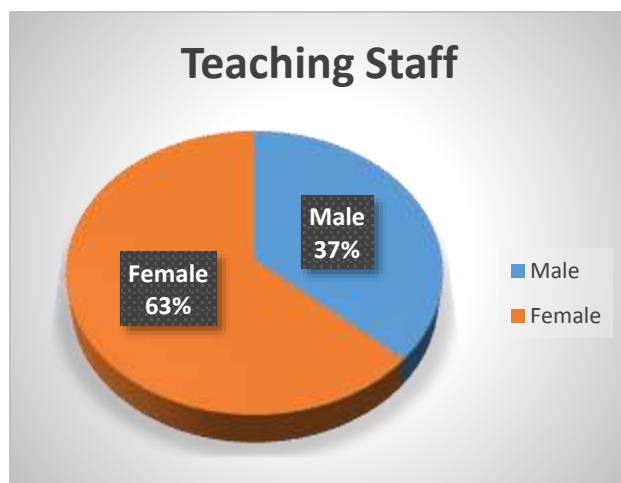
Further in the last five years the percentage of total admission number male students is decreasing on the same time the percentage of total number of female student is increasing.

Table-2.8: GENDER WISE DEVISION OF TACHING AND NON-TEACHING STAFF IN THE SESSION 2022-23

STAFF	TOTAL	MALE	FEMALE	% MALE	% FEMALE
TEACHING	41	15	26	36.58	63.42
NON-TEACHING	32	23	09	71.87	28.13



In the teaching staff, there are 15 male and 26 female members, making up 36.58% and 63.42% of the total, respectively. In the non-teaching staff, there are 23 male and 9 female members, making up 71.87% and 28.13% of the total, respectively. There's a notable difference in the gender distribution between teaching and non-teaching staff, with a higher percentage of males in non-teaching roles and a higher percentage of females in teaching roles.



Gender Sensitization Initiative

A. Facilities to the girl students

1. Girls Hostels

L.N. College provides separate hostel facility for female students. To accommodate the students from remote and far areas it has 120 numbers of seats, with all necessary facilities like boarding, filtered drinking water, hygienic food, dining hall, newspaper facilities which encourages them in their academic growth and makes them feel homely. Further only in 1 k.m. away the primary health center is located for medical emergency.

2. Ladies Common Room

The institution has provision of ladies common room where the girl students sit, rest and relax during their recesses. There are sufficient seating areas where the students could study, have discussion, female security attendants are also available in the girls common room to assist whenever the students are need. First Aid box, newspapers, sanitary pads, chess are some other facilities provided in the Ladies common room.

3. Girl's washroom

Clean functioning toilet with proper water supply facility is in the college at two different places. One is in the girls common room for the girl students and other one is for the female staff members of the college.

4. Drinking water

The college has made all the necessary arrangements to provide clean and pure drinking water for both boys and girls students. Water purifier and water cooler are installed in the girls hostel an at the different blocks in the college. Regular maintenance, cleaning and functioning of the water beautifier and water cooler are done time to time.

5. Sanitary napkin vending machine

Sanitary napkin vending machines are installed in the girls common room an girls hostel. The college aims to provide hygiene related basic facility for the girl students. In case of emergency situation the students would not have to face embracement in front of the sub keeper, only by inserting a coin to the machine girls could access to happiness and supports to maintain a healthy and clean surrounding in the college and hostel.

6. CCTV Surveillance

CCTV cameras with a centralized monitoring system are installed in the college to keep an eye on the activities of the staff and students, especially for the girl students to create a violence free and safe environment in the college.

7. Maintenance of First Aid Box

To ensure the safety and well-being of the staff and students regular check up is done with the help of different kits. Expired items are replaced. Along with supplies to treat wounds, pain treatment, fever, cold and cough medicine etc are stored. Specially to take care of the girls students during their menstrual cycle medicines related to cramp and migrants are kept in the kit.

8. A Grievance Redressal Cell

The students facing any problem regarding any academic and non academic matters can bring it to the grievance redressal cell or they can bring it in return and drop it in the suggestion box placed in the college. The institution solves the grievances of the students as soon as possible. The grievances related to girls students given special attention with immediate suitable action which saved guards the dignity and safety of the girl students.

9. Experienced Gatekeeper, Night Watchman and Lady Attendant

When the students rushed to their classes the gatekeeper controls the crowd. He sees the girl students to come in and out of the campus safely. In the girls saw still the night watchman provides security to the girl students and during medical emergency he keeps calm and inform the authority and makes the girls hostel violence free. The female attendant in the girls common room and girls hostels are friendly in nature to help the girls student in their need.

10. Canteen

The college canteen is located inside the campus. The canteen has been functioning efficiently which provides breakfast, snacks, for the Staffs and students of the college. The cost of the food provides is very reasonable for the students. Though there is no rule in the college that he girl and boy cannot sit together in the canteen during hanging out, giggling, exchanging notes etc. But there is a separate sitting area for girls students for their safety precautions and avoid discrimination, violence, crime bullying, misbehavior towards them.

B. Forums and Committees.

1. Sexual Harassment Prevention Cell

Sexual harassment prevention cell prevents discrimination and sexual abuse is leading to sexual harassment against the girl students in the college and girls hostile to provide safe and conducive environment for the girl students. The committee also sprayed awareness among the students regarding prevention from sexual harassment an also talks on gender sensitization.

2. Women's Development Cell

To enhance the self-esteem and self-confidence of the girl students the college has formed the women cell. The committee helps to maintain a peace atmosphere in the college to enable the girls students to pursue their studies and cultural activities for overall personality development. The cell conduct seminars, works up and celebrates the women days to impart knowledge, encourage their talents training then to face the society and live with dignity.

3. Anti-ragging committee

Our college is ragging free college. Anti-ragging committee is formed to prevent and prohibit any form of rigging in the college. The cell prevents rigging an maintenance discipline in the campus the cell makes the students aware about ragging reach is prohibited in the college an in the both boys and girls hostel.

4. Discipline committee

The college discipline committees formed to maintain discipline in the college. The committee ensure that the students obey the rules and regulations of the college to maintain peaceful educational atmosphere in the campus. The committee ensure that the students not only maintain discipline in the college but in the common room, canteen, library and in the corridors.

5. Student supports or counselling and placement cell

The sale through counselling helps the students to overcome their barriers and complete their degrees. The cell organises workshop, placement drive and provides career guidance to the students. It helps students to get job opportunities after graduating from the college. The cell ensure that the students choose best build which is appropriate for them.

6. Internal complaint committee

The committee deals with all the complaints confidentially, and takes necessary action. The committee ensure that all the complaints to be reported and resolved within time. It prevents discrimination among the students. The cell looks into the matter of internal complaints of the girl students very seriously and redresses it.

7. Scholarship cell

The scholarship cell is established in the college to provide help to the students which is awarded through the government based upon various category and criteria. In the scholarship cell the maximum number of the members our female staff of the college which helps the girls student to apply for scholarship. They guide all the students both boys and girls while filling off the scholarship forms and the teachers assist them whenever necessary.

C. NCC and NSS Units:

NCC for Girls: The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. Laxminarayan College, Jharsuguda has all three units of NCC those are Army wing, Air wing, and Naval wing. In all the wings girls are participating.

Table-3.1: Gender comparison among all NCC wings in 2022-23					
Wing	Total	Male	Female	Male %	Female %
Army	25	19	06	76	24
Air	38	26	12	68.5	31.5
Naval	13	09	04	69.3	30.7

In the Army wing, there are 19 male and 6 female members, making up 76% and 24% of the total, respectively. In the Air wing, there are 26 male and 12 female members, making up 68.42% and 31.58% of the total, respectively. In the Naval wing, there are 9 male and 4 female members, making up 69.23% and 30.77% of the total, respectively. Overall, there's a higher representation of males in all NCC wings, with varying degrees of gender distribution across the different wings.

NSS for Girls: Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

Table-3.2: Gender comparison in NSS wing 2022-23

TOTAL	Male	Female	Male %	Female%
100	50	50	50	50

D. Self Defense Training Programme for Girls:

Self Defense Training Programme for Girl students is a flagship programme of Higher Education Department, Govt. of Odisha under State Youth Policy 2013. Since the academic session 2013-14, our girl students have been benefitted by this. However the Self Defence Training programme of +3 1st year girl students was held from dt.04.05.2022 to dt.10.05.2022 at Utkal Karate School, Bhubaneswar in which a selected group of students from different colleges of the district of Jharsuguda got the opportunity to be trained. Some of our students were trained as the trainers.

D. Gender Equity Programmes

Number of gender equity promotion programs organized by the institution during the year:

Sl no.	Title of the Programme	Date(From-To)	Female	Male	Total No. Of Participants
1	Campaign on violence against women and girl	09.12.2022	52	23	75
2	Celebration of National Girl Child Day	24.01.2023	51	18	69
3	Capacity building and Personality Development Programme	11.04.2023	260	–	260
4	Legal Awareness Programme	17.04.2023	54	14	68
5	World AIDS Day Celebration	01.12.2022	22	11	34
6	World AIDS Day Camp by Vedant CSR	03.12.2022	50	89	139

Summary and Conclusion

A. Progress towards Gender Equity

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

United Nations Educational, Scientific and Cultural Organization (UNESCO). The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in UG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of female members is same as that of male members.

B. Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college .The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

C. Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff emphasizing on the inclusion
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.
