



GENDER AUDIT REPORT 2021-22



**BABA BHAIRABANANDA AUTONOMOUS MAHAVIDYALAYA
CHANDIKHOLE, JAJPUR, ODISHA-755044**

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Chapter-I

INTRODUCTION

An educational institute plays very pivotal role to sensitize the students towards gender issues. It is very necessary to change the mindset of students towards the opposite sex, and to achieve this, teachers always counsel them in the class room and in the campus to respect each other. Baba Bhairabananda Autonomous Mahavidyalaya, Chandikhole is well prepared to handle and respond to any gender sensitive issues and provides an environment where both men and women can work together with a sense of not only the personal security but also with dignity. Gender equality, equality between men, women and transgender does not mean that they 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 to all genders according to their respective needs. Gender is a cross-cutting issue that has been of persistent relevance across the globe. Gender Equality, Women Empowerment and choice of every gender to work are strategies to reduce poverty, reduce social injustices among the genders, accelerate growth levels, improve health standards and contribute to a healthy, financially strong and a conducive domestic environment in the country. Gender equity is also regarded as attainment of human rights and a pre-requisite for sustainable development.

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules and regulations, policies and actions formulated for up-gradation of women in society. The Gender Audit also tries to assess the impact of its current and proposed policies on gender equality. A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality.

Chapter-II

OBJECTIVES

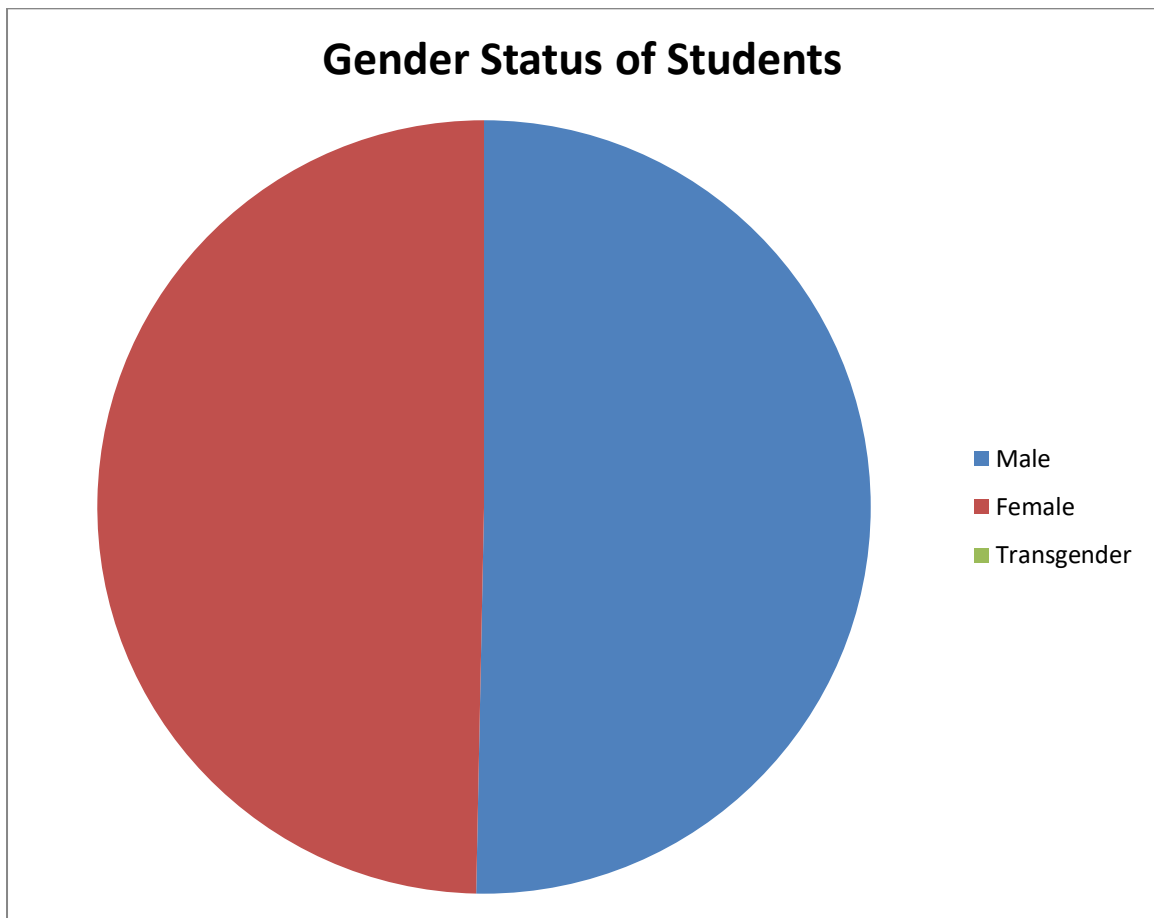
1. To know the percentage of male , female ,transgender of student and staff of the college.
2. To identify the areas where the gender inequality exists.
3. To identify the probable reason for the gender inequality.
4. To maintain good gender balance in all fields of the college.
5. To suggest measures for bridging the gender gap.
6. To implement the prevention of sexual harassment effectively.

Chapter-III

GENDER ANALYSIS AND ITS INTERPRETATION

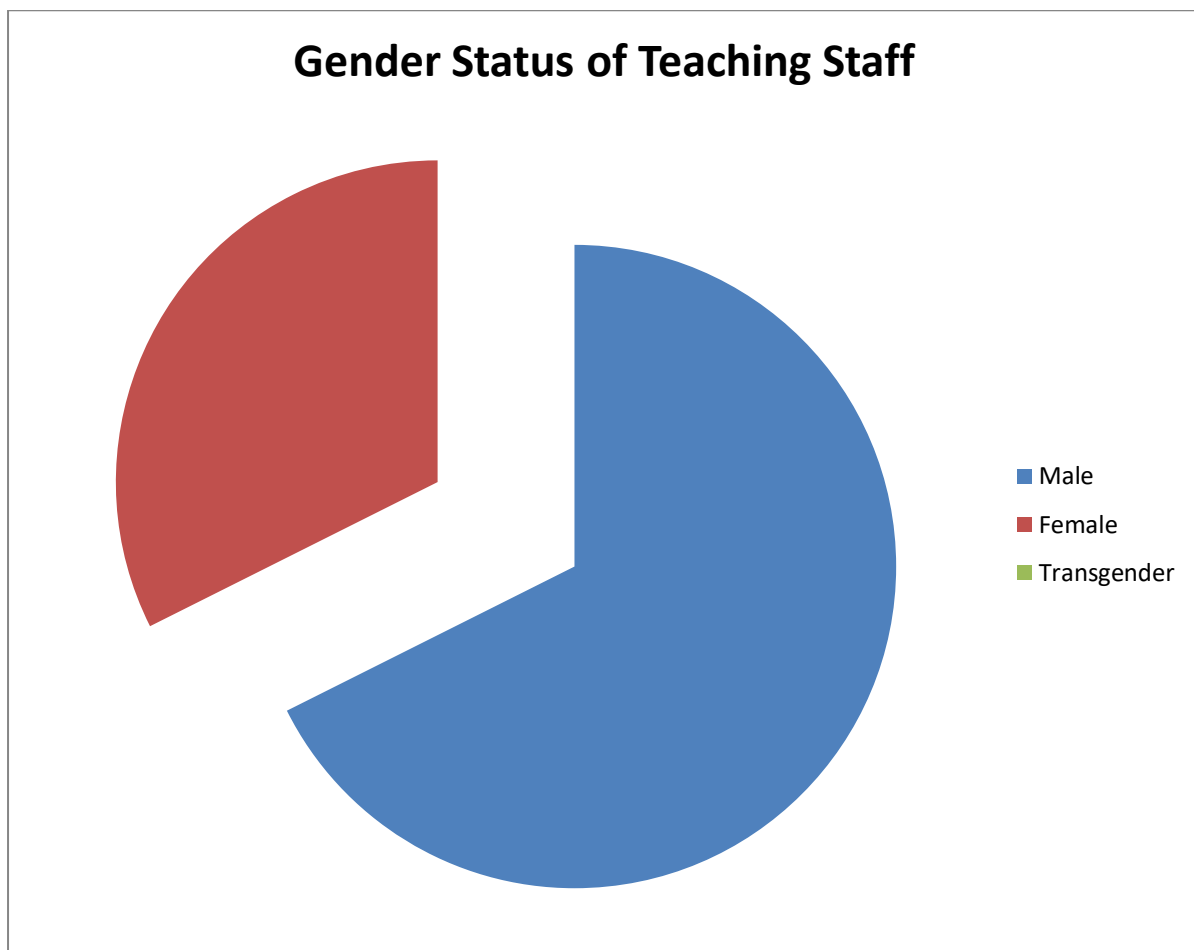
1. Gender Status of Total U.G and P.G Students:

Sex	Number	Percentage
Male	1323	50.32 %
Female	1306	49.68 %
Transgender	0	0 %
Total	2629	100 %



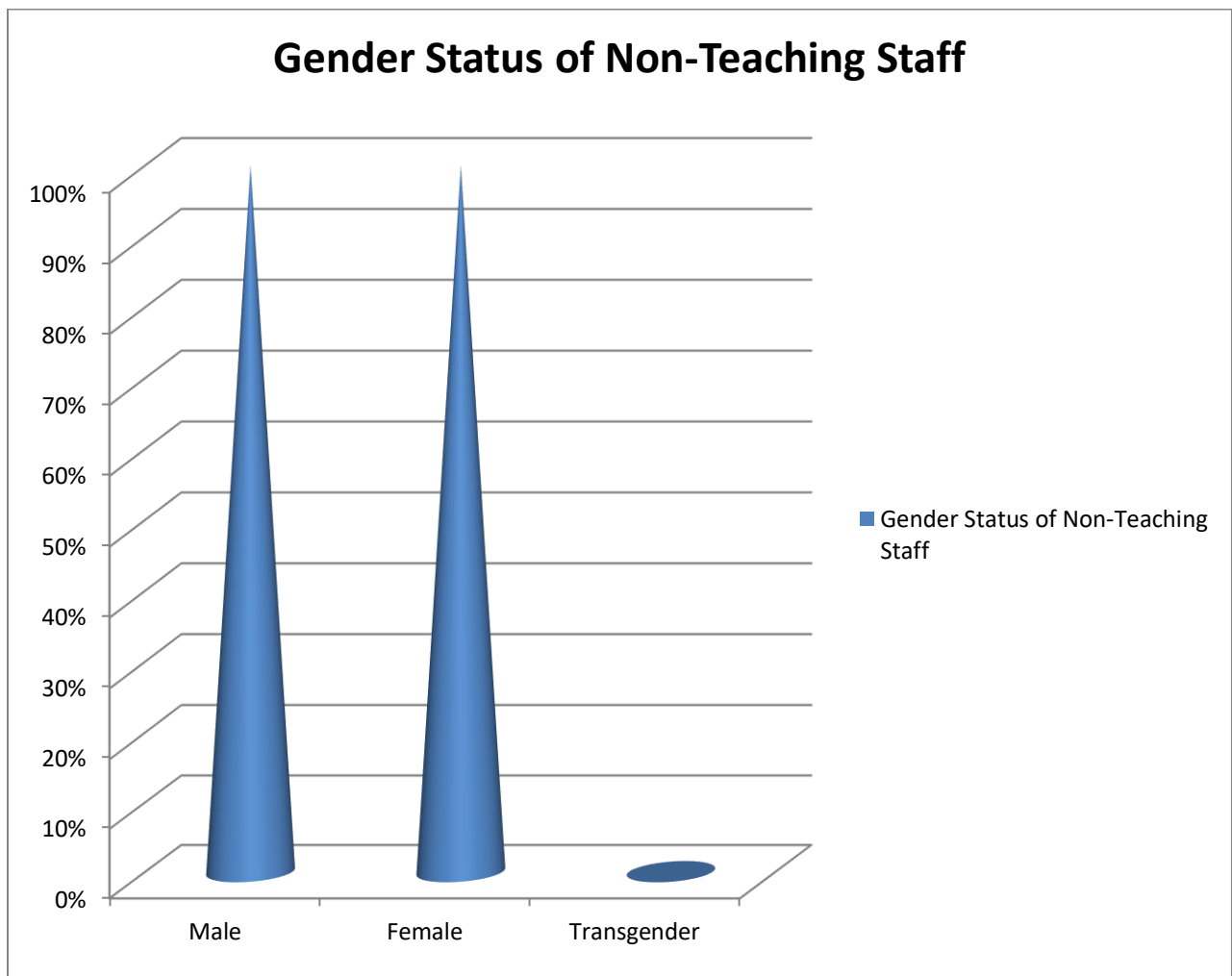
2. Gender Status of Teaching Staff:

Male	Number	Percentage
Male	48	67.61 %
Female	23	32.39 %
Transgender	0	0 %
Total	71	100 %



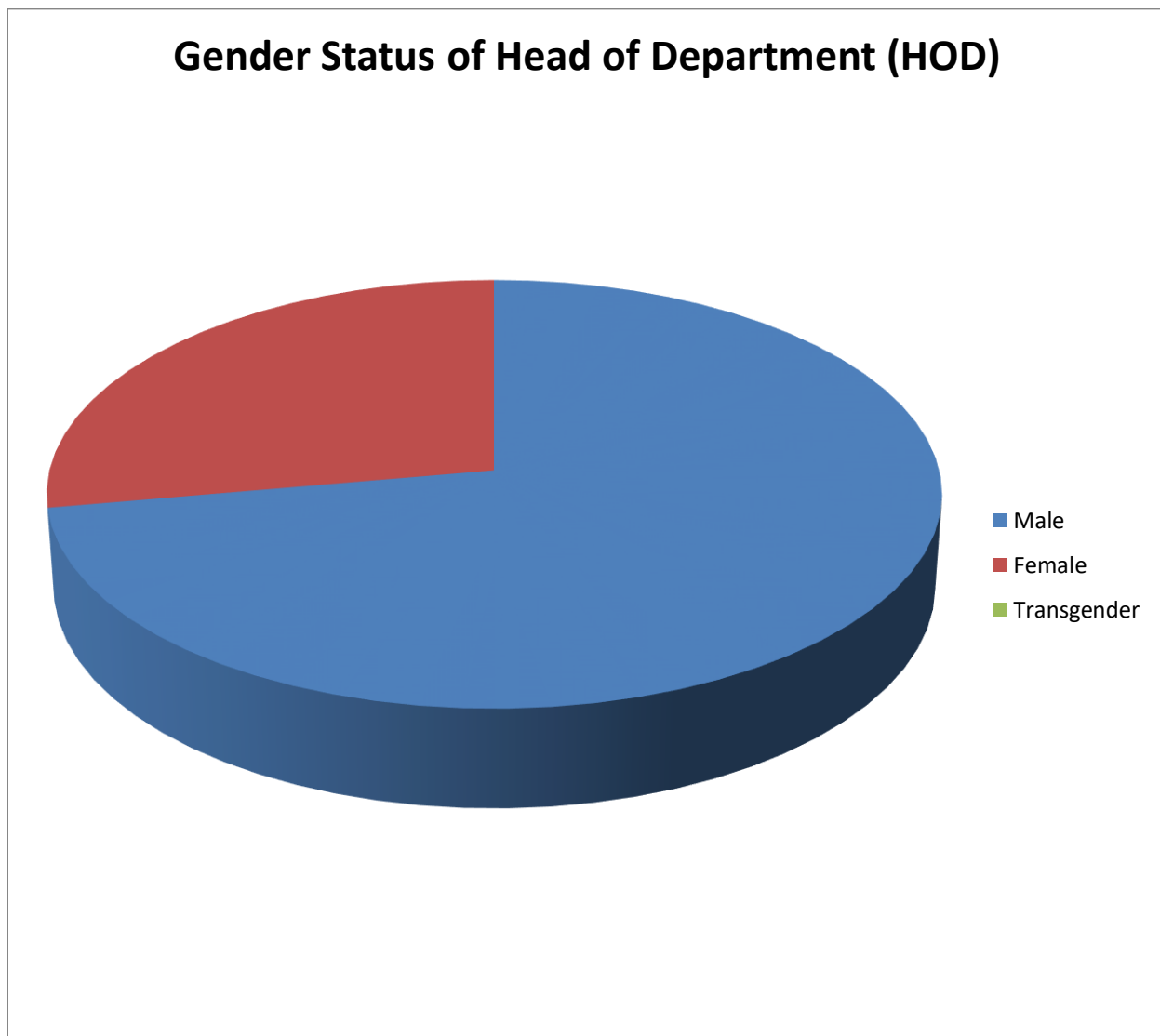
3. Gender Status of Non-Teaching Staff:

Male	Number	Percentage
Male	41	78.85 %
Female	11	21.15 %
Transgender	0	0 %
Total	52	100 %



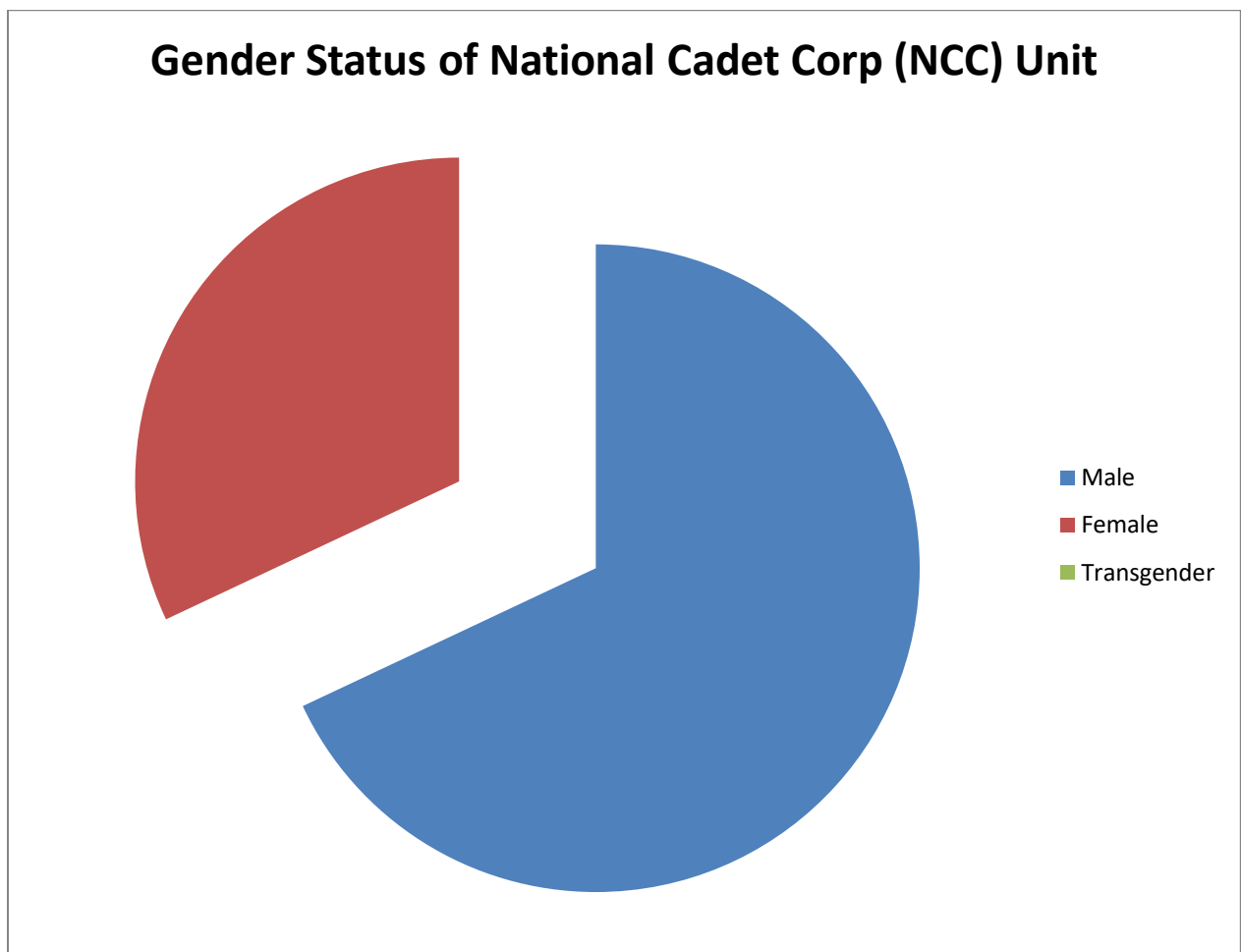
4. Gender Status of Head of Department (HOD):

Sex	Number	Percentage
Male	13	72.22 %
Female	05	27.78 %
Transgender	0	0 %
Total	18	100 %



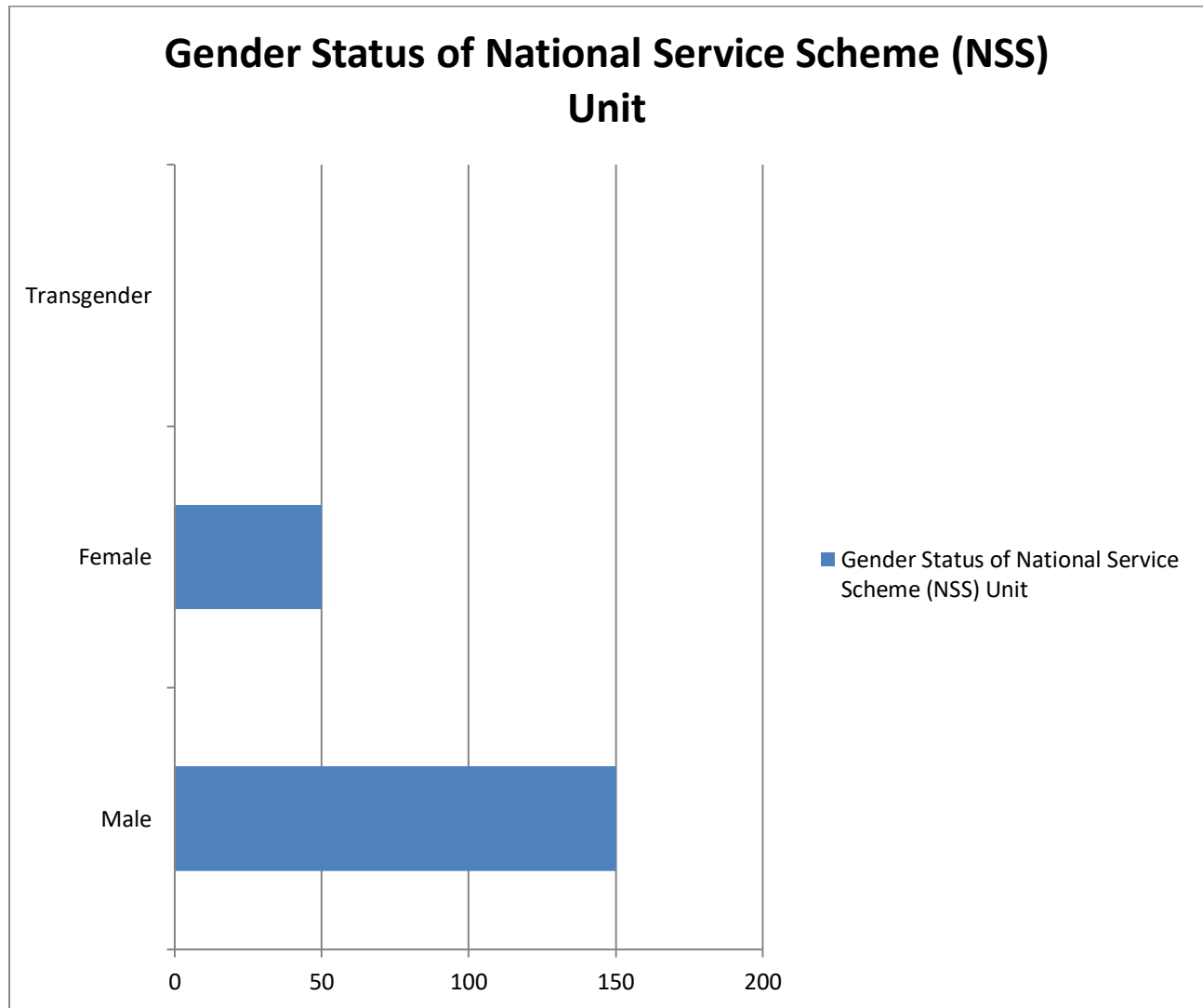
5. Gender Status of National Cadet Corp (NCC) Unit:

Sex	Number	Percentage
Male	34	68 %
Female	16	32 %
Transgender	0	0 %
Total	50	100 %



6. Gender Status of National Service Scheme (NSS) Unit:

Sex	Number	Percentage
Male	150	75 %
Female	50	25 %
Transgender	0	0 %
Total	200	100 %



Chapter-IV

Findings

1. Out of total number of U.G and P.G students(2629),50.32 % students are boys and 49.68 % students are girls where as transgender percentage is zero.
2. 67.71 % faculties belong to male and 32.39 % faculties belong to females where as transgender percentage is zero,out of total number of teaching staff(71)
3. 78.85 % non teaching staff belong to male and 21.15 % non teaching staff belong to females where as transgender percentage is zero,out of total number of non teaching staff(52)
4. Out of total number of Head of Departments(18),72.22 % faculties are male and 27.78 % faculties are female where as transgender percentage is zero.
5. Out of total number of students in NSS wing (200),75 % students are male and 25 % students are female where as transgender percentage is zero.
6. 68 % NCC students belong to male and 32 % students belong to female where as transgender percentage is zero,out of total number of NCC students (50).

Chapter-V

Conclusion

The gender sensitization initiatives have received significant support, indicating their effectiveness in promoting inclusivity. The establishment of a Grievance Redressal Cell, Sexual Harassment Cell and anti Ragging Cell have been positively perceived. The college's efforts in providing equal access to scholarships, promoting inclusivity in co-curricular activities, have been recognized and appreciated. Adequate support services and resources for students of all genders have also been positively perceived. The findings highlight the relevance of maintaining inclusivity and equal opportunities to ensure a positive educational experience.

Chapter-VI
Recommendations

1. Enhance gender sensitization programs.
2. Increase awareness of Grievance Redressal Cell, Anti Ragging Cell and Sexual Harassment Cell.
3. Promote equal opportunities in co-curricular activities.
4. Maintain an inclusive classroom environment.
5. Strengthen support services for all genders.
6. Implement faculty training on gender sensitivity

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