

Gender Audit Report (2019-2020)



**Samanta Chandra Sekhar
(Autonomous) College, Puri, Odisha**

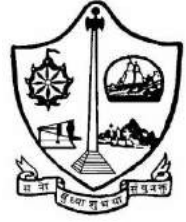


Accredited with 'A' by NAAC and declared as college with potential for
Excellence by UGC
(Affiliated to Utkal University, Bhubaneswar, Odisha)

Dr. Kartik Prasad Jena
Coordinator
Gender Audit Team

Dr. Sujata Mishra
Principal

www.scscollege.nic.in



Declaration

This is to certify that, the Gender Audit Report prepared by the College and database used in the report is true to best of our knowledge and beliefs. We hope, it will be validated by IQAC & AAA Committee during the visit.

Place : SCS Autonomous College,
Puri, Odisha

Dr. Kartik Prasad Jena
Coordinator

Dr. Sujata Mishra
Principal

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Acknowledgment

This report is the outcome of efforts, contributions and support of many people, organizations, establishments, sections and student-wings such as the NSS, NCC, YRC units, Examination Section, Sexual Harassment Cell, Women Empowerment Cell and Establishment Section of our premier institute, i.e., the S.C.S. Autonomous College, Puri. Their contributions and cooperations are praiseworthy. The process of preparation of this report has been an interactive and enriching experience of students and members of both teaching and non teaching staff of this academic institution.

I, on behalf of the P.G Department of Economics of the college acknowledge my deepest gratitude to our revered Principal Madam, Dr. Sujata Mishra for giving us the opportunity to take up this daunting task of Gender Auditing of the College. I also express special thanks to her for her valuable suggestions and guidance from time to time for the preparation and completion of this 'Gender Audit Report' of the college.

We are extremely indebted to Smt. Smruti Rekha Sahoo and Rabindra Kumar Pradhan of NCC Wings, Smt. Sabita Soren and Dr. Ashok Kumar of Women's and Men's Wings of NSS Units respectively, Dr. (Smt.) Puspanjali Mallick and Dr. Debadas Sahoo of YRC Wing, Dr Sharda Samantaray of Sexual Harassment Cell, Dr Sunandini Pani of Self Defense Wing, Dr. Sudarsan Baral of Anti Ragging and Minority Protection Cell and Dr (Miss) Rabeya Parvin in-charge of the Women's Empowerment Cell of the college for their candid co-operation in providing required information on their respective activities and achievements of students of the college.

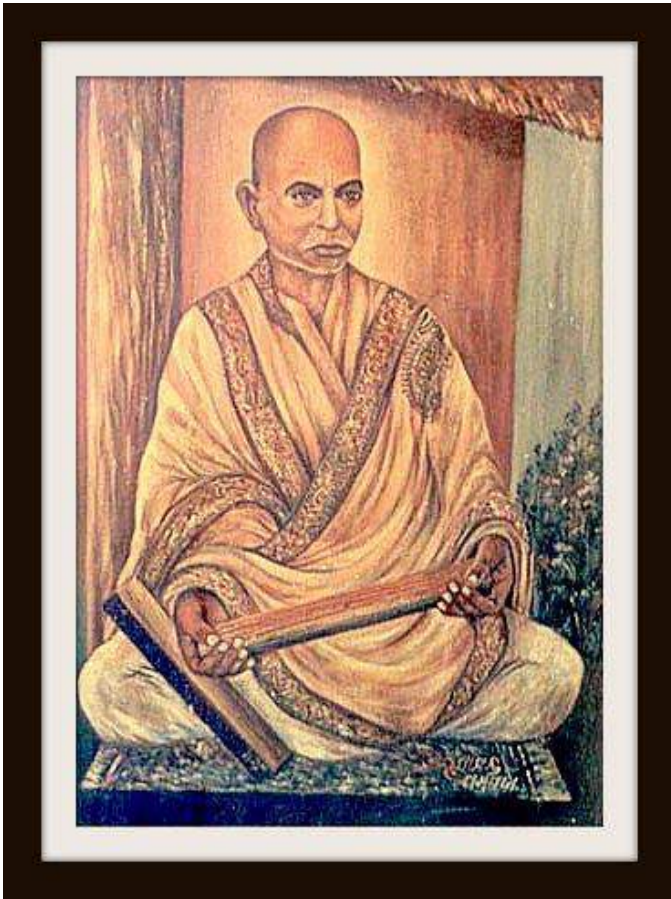
I thank all those involved directly or indirectly in guiding our efforts and in case of lapses, committed if any, the onus of the guilty is exclusively mine. Last but not the least, I extend my extreme thankfulness to my team members comprising my Department for lending me a hand of rocklike support as and when I required.

I hope, the result presented in this report would be extremely useful for those associated in the promotion of women empowerment and boosting the morale of women to stand at par with their male counterparts in the college in particular and in the society in general.

(Dr. Kartik Prasad Jena)
Coordinator of Audit Team &
H.O.D, P. G. Deptt. of Economics

About the College

Its Origin, Vision & Mission



Samanta Chandra Sekhar (Autonomous) College, Puri is one of the prestigious and premier academic institutions under Higher Education Department of Odisha. Located in the centre of the holy city, Puri, the cultural capital of Odisha and the spiritual cradle of millions of Hindus, this college was started and named as Puri College by the Government of Odisha in the building of Puri Zilla School in 1944. The college and the school functioned as one institution till 1947, under the administrative control of the Principal of the college. The Bay of Bengal called “Mahodadhi” showers its blessings on the college in the form of its salubrious breeze. In 1949, the college was renamed as Samanta Chandra Sekhar College after the great Odia scholar-astronomer, Mahamahopadhyaya Chandra Sekhar Sing Samanta Harichandan Mohapatra, who knew more astronomy than any other modern scientist of the world. His love for space research, learning for celestial bodies, and vision are epitomized by this College. He continues to remain a perennial source of inspiration for generations of students of this College. This college became a Lead College of the State in 1990 and an Autonomous college in 1999. It was declared a College with Potential for Excellence (UGC) and was accredited ‘A’ grade to its credit by the NAAC.

Vision

The college has a long cherished vision of inspiring students to the greater heights of their academic excellence and spiritual eminence and enabling them to meet challenges emerging from the changing global scenario and serving as a citadel of culture and heritage of Odisha in the years to come.

Mission

The college has its mission for the all-round development of the students ranging from academic excellence to physical well being. Beginning with dissemination of knowledge in various social science subjects and physical sciences, the college has started imparting education in the technological subjects like computer Science and I. T. etc. In addition, this institution has provisions for teaching Post-Graduate Courses in English, Commerce, Zoology, Computer Science, Odia, Chemistry, Economics and Education.

The Crest

The crest of S.C.S (Autonomous) College, Puri epitomizes ancient traditions and the modern ideals comprising five distinct symbols. They are: (1) the Nila Chakra of lord Jagannath which stands for humanism, tolerance and universal brotherhood; (2) the Bada Neta, the flag, stands for social equality and knowledge unto all; (3) the Radar symbolizes advancement of learning and research in the field of science and technology; (4) the Sailing Ship represents Odisha's past international maritime glory; (5) the Hill with the Tree stands for the study of nature, medicine, climatology and sociological balance. The Aruna stambha, a cultural-religious edifice of Odisha placed in the middle, represents righteousness and awakening to wisdom. The motto "sa no buddhaya subhaya samyunaktu" (may he unite us all with the spirit of noble thoughts) stands for unity and integrity.

➤ Objectives of the College

1. To provide good academic education to students through a disciplined approach and better quality of teachers;
2. To inculcate moral, ethical values, foster national spirit among students and develop character through community service by involving them in activities such as NSS/NCC etc. for holistic development;

3. To promote higher education, competency and enhancement among teaching fraternity through sensible approach towards environmental awareness and social values;
4. To pay special attention to women education and to ensure the success of movement of empowerment and emancipation of women;
5. To make the students computer literate and imbibe soft skills among them grooming their overall personality to cope up with the current challenges of the globalized life and
6. To provide maximum facilities to minority and under privileged (reserve category) students

The Vision and Mission Statements are communicated to all Stakeholders through:

1. College website
2. Prospectus
3. College Calander
4. College Magazine " *Nila Darpan*"
5. Display Boards placed at the main entrance gate and at different places on the college campus.



From the Desk of Hon'ble Principal, Dr. Sujata Mishra

I am glad that the faculty members of P.G. Department of Economics of our college have conducted Gender Auditing and prepared a comprehensive report on it taking into account different aspects of activities of students and that of different establishments and wings of the college.

I warmly congratulate the HOD of Economics and his team mates for having brought out this Gender Audit Report in time.

I hope, the facts and findings provided in this report would immensely help researchers, academicians, social activists and administrators in formulating policy as well as inspire and direct practical action by the civil society of the state in the direction of women empowerment.

Principal

S.C.S. (Autonomous) College, Puri



Preface

It gives me immense pleasure that our college recognizes the importance of 'Gender Audit' for college development and has been taking different measures and interventions for institutionalising and mainstreaming gender equity. The P.G. Department of Economics of the college has successfully completed the gender audit of the college and has meticulously prepared this 'Gender Audit Report' in consultation with various stake holders and academics to strengthen the policy initiatives of the Government to achieve the larger goal of gender equity. These initiatives shall further institutionalize the concept of Gender Budgeting by a realistic and objective assessment of the effectiveness of the programme and initiatives of different student wings, organizations, sections and establishments of the college meant for gender equity and women empowerment through a holistic vision.

The process of audit involved review of official documents, records of different student-wings, collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down the findings and sharing the results with the stakeholders and Principal of the college for implementation of the recommendations.

I thank our revered Principal for taking special interest and initiatives and entrusting our Department with this onerous assignment of 'Gender Auditing'. I

hope that, the content of this publication shall be shared widely and critically by the social workers, women activists, researchers and academicians so that it can be fine-tuned for the furtherance of the cause of gender equity and justice in our society.

(Dr. Kartik Prasad Jena)
Coordinator of the Audit Team &
H.O.D, P. G. Deptt. of Economics

GENDER AUDIT REPORT

SECTION- I

Introduction

The present report has been drafted as an outcome of an extensive gender auditing study conducted to assess the relative progress made in gender equality initiatives undertaken under different student wings, establishments, and organizations of S.C.S Autonomous, College, Puri, one of the prestigious and premier educational institute of the State and to bring out the accomplishments of female students vis-a-v-s male students in different spheres of activities during the academic year 2019-2020 with special reference to the empowerment of women.

The report comprises five sections. **Section-I** begins with the introduction of the subject matter, structure and composition of the report writing and briefly highlights the issues of gender equality in the context of Odisha and explains the objectives and methodology of the current gender auditing study; **Section-II** spells out the concept, significance and needs of gender auditing. **Section –III** makes an analysis of gender equality-initiatives under different wings, organizations, establishments of the college in consultation with a review of secondary data of office records and documents; **Section-IV** analyses primary data answers collected through filled in close ended structured questionnaires from different stake-holders of the college including the students and the teachers; **Section-V** brings out the major findings of the audit study; and finally **Section-VI** concludes with summary conclusion and recommends some policy suggestions to establish gender equality.

The principle of gender equality is enshrined in the Indian constitution. It grants equality to women and empowers the State to adopt measures of positive discrimination in favor of women. Sustainable Development Goals (SDG) 5 is a package programme which calls for ending all discriminations

against women and girls, as it is not only a basic human right, but also crucial for a sustainable future given the role that women empowerment plays in the context of economic growth and development. Women, however, experience considerable disadvantages and discriminations in the society owing to gender bias. This bias reveals itself in the form of disparities in access to education, health services and other social development indicators.

In Odisha, eminent women personalities like sprinting queen Dutee Chand, ace Woman cricketer, Sunita Lakra, cine-star Nandita Das and mountaineer Late Kalpana Das have brought laurels for the State in their respective fields. Despite this, Odisha is lagging behind in the arena of women empowerment. As per data recently released by the National Crime Records Bureau (NCRB) of India, Odisha comes out second in the country, with regard to oppression of women, domestic violence and crime against women, widening thereby the gender gap in the state. The report states that in Odisha on an average 94 cases of violence against women per one lakh population have been registered. There were 20, 274 number of cases of violence against women in 2018, which was 20, 098 in 2017; 17, 837 in 2016 and 17, 200 in 2015 with reference to the F.I.R.s in the Police Stations in the State. The number of cases of domestic violence inflicted against women by their husbands were reported to have been 2, 525. The number of kidnapping cases was 2, 773, rape cases was 2, 221, and dowry cases was 365, the bureau has reported. Ironically, the number of cases of murder of women due to domestic altercation and domestic violence against women had increased substantially in the women dominated tribal families in the State, the report revealed. In the case of Child Marriage, the position of our State is deplorable as it has occupied the 13th position in the country with an average figure of 21.3% which is below the national average of 26.8%. Out of it the figure for Malkangiri district tops the list with 39.3% whereas, Koraput was in second position with 34.7% Child Marriage. The incidence of child marriage appeared to be high in rural area than that of in urban area. Regrettably Odisha tops the list with regard to viral of sex video against women.

Further, there are many instances where parents were reported to have deserted their baby girls. The sex ratio in the state is reported to have deteriorated from 979 female in 2011 to 939 female per every 1000 males, at present. It has reduced and the matter has become a great concern among the youth. A detailed figure relating to the sex ratio is given in *Section-II*. A couple

of days ago two sisters have left their home in order to get rid of child marriage and women's trafficking in their village. Recently Government has appointed 246 women Special Protection Officers (S.P.O) to protect women from eve-teasing, harassment and molestation in public on the street. The report of the NCRB states that in the arena of domestic violence and cruelty against women, Odisha stands out to be second State after Assam in the country.

There is no significant change in the overall scenario despite intensified campaign measures taken by the Government. Social scientists are attributing the development of such incidents of cruelty and violence against women to social changes such as dismantling of joint families and disappearance of the bond of love and affection thereof. There was no significant change in the overall scenario despite intensified campaign to reduce oppression and cruelty to women. Notwithstanding the measures by the Government to weed out these social ailments, there is still a long way to go as success is eluding.

Against this backdrop, a candid attempt has been made to make an extensive gender audit to assess the relative progress made in gender equality initiatives of different student wings, establishments, and organizations of the college and to review the accomplishments of the female students vis a-vis male students in the different spheres of activities in the S. C. S Autonomous College, Puri during the audit study period 2019 -20 with reference to the Office Order Letter No-----Dated -----of the Principal of the college.

Objectives of The Current Gender Auditing Study

The main objectives of the current Gender Auditing study are :

- (i) to assess institutionalization and mainstreaming of gender equality at S.C.S Autonomous, College, Puri;
- (ii) to evaluate the relative progress made in gender equality initiatives of different student wings, establishments, and organizations of the college and to assess the impact of performance of different students wings, establishments and organizations of the college and their management on gender equality;
- (iii) to examine the accomplishments of the female students vis-à-vis male students in different spheres of activities of students wings and organizations of the college;

- (iv) to identify the areas where gender gaps and challenges, if any, exist and suggest measures for bridging the gender gap and lastly
- (v) to make recommendations and policy suggestions to establish gender equality.

Methodology of the Study

The following methodology and methods especially participatory approach methods have been adopted in this Gender Auditing study to collect and analyze data for formulating the audit findings.

(i) **Desk Review and Analysis Method :**

We have adopted the method of desk review and analysis of college's key documents related to different students' wings, sections and establishments of the college.

(ii) **Consultation through Self Assessment Survey Method:**

We have followed the method of consultation with all the stake holders including students and teachers of the college from whom primary data information have been collected through closed ended structured questionnaires. Such a questionnaire is a form that contains a set of questions on the topic of gender equality designed to be answered by the respondent by filling in his/ her own handwriting.

(iii) **Tabulation and Analysis of the Collected Data:**

Data collected from both secondary and primary participatory sources have been tabulated and analyzed in order to assess the relative progress made in gender equality initiatives of different student wings, of the College, such as of National Social Service (NSS) Unit, National Cadet Corps (NCC), Wings, Youth Red Cross Society (YRC) Unit, Rovers & Rangers, Examination Section, Sexual Harassment Cell, Women's Empowerment And Protection Cell and Anti Ragging And Minority Protection Cell of the college.

(iv) **Sharing and Discussing the Main Findings:**

At the end, the main findings have been shared and discussed with all men and women who participated in the audit and officers in charge of the management and administration of the college before the final report is presented.

SECTION-II

Gender Audit

The Concept, Its Need, Objectives and Methodology

2.1. The Concept and Significance of Gender Audit

Development of any society is possible when there is equality among sexes. Swami Vivekananda said “It is not possible for a bird to fly on one wing.” Much later, Mao Zedong of China said “Women hold up half the sky”. Women are as important as, if not more than, men. Gender studies programmes encourage students and academia to get involved in social justice. The data show that today’s young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations and institutions. Gender is a socially articulated definition of women and men. It is not the same as sex denoting only biological characteristics of women and men and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.

Gender Budgeting and Gender Auditing are two important components of Gender studies. Gender auditing is a feminist policy with a primary goal of reorienting the allocation of public resources, advocating for an advanced decision-making role for women in important issues and securing equity in the distribution of resources between men and women through fiscal policies. Gender budgeting is integrating a clear gender perspective within the overall context of the budgetary process through special processes and analytical tools, with a view to promoting gender-responsive policies. In nut-shell, gender budgeting is a strategy to achieve equality between women and men by focusing on how public resources are collected and spent. It is an important tool in the hands of the state for affirmative action for improvement of gender relations through reduction of gender gap. Gender Auditing is a part of the Gender Budgeting process that is conducted after the budget has been implemented. Gender Auditing has the following multi-dimensional meaning and functions:

- A gender audit is a tool to assess and check the institutionalisation and mainstreaming of gender equality into organisations such as government organisations, institutions, offices, departments, corporations, undertakings, establishments or any private company offices, institutions, organisations, corporate offices or establishments including their productive units or factories or health care units/ hospitals or schools or colleges and their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.
- Gender audit allows organisations 'to set their own houses in order, and change aspects of the organisational culture which discriminate against all genders and beneficiaries. It is a method for gender mainstreaming.
- Gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organisational performance and its management on gender equality within the organisation.
- Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

2.2 Need for Gender Audit:

- Gender Audit is needed to monitor and assess the progress of reducing gender discrimination in any institution. It necessitates to identify critical gaps and challenges, if any, with regard to Gender Equality and establishing a baseline for Gender Equality.
- In Gender Audit it is necessary to find out whether internal practices and policies of the system are working for gender mainstreaming and ensuring gender equality.
- Gender Audit needs to suggest new strategies and policies for gender balance. It is a participatory tool and process based on methodology adopted by institution to promote healthy and harmonious environment for gender equality by designing policies, programmes and structure of

the institution for ensuring gender equality. In this college we have conducted Gender Audit to evaluate the policies of the institution which are designed to ensure gender equality between all genders. The audit process involves collection of data, examining policies, programmes and analysing data to assess the extent of gender equality and gender balance.

2.3 Objectives of Gender Audit

In the globalized world all the citizens are active in different fields of the society. It has given opportunity to all genders to participate in different activities in a society. Not only male and female but also transgender are also involving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for participating all genders in all activities of the world. All deprived persons must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

2.4 Sex ratio of the World Population:

The sex ratio – the share of the population that is female – varies across the world. And globally in 2017 the share of women in the world was 49.6%.

2.5 Sex ratio of Indian Population:

According to Population Census report of 2011, the sex ratio of India was 943 females per 1000 males. But the sex ratio has fallen to 896 in 2015-17.

2.6 Sex ratio of Odisha Population:

Odisha had population of 4,19,74,000 as per 2011 Census, out of which 2,12,19,000 persons were male and 2,07,62,000 were female. The Sex Ratio in Odisha was 979 females per 1000 male which is above national average of 940. The number of rural population was 3,49,71,000 and that of urban population was 70,03,000. The Sex Ratio in rural area was 989 whereas urban area it was 932 per 1000 male in 2011 Census.

2.7 Sex ratio of Puri District Population:

According to the Census of India, 2011, Puri district had a population of 1,699,000 and its Sex Ratio was 963 female per 1000 male. The rural

population was 14,34, 000 and the urban population was 2,65,000 in the district. The Sex Ratio in rural area was 969 and in urban area it was 931 female per 1000 male.

2.8 Present Scenario about Gender in India :

India ranks 132 out of 187 countries on the gender inequality index – lower than Pakistan (123), according to the United Nations Development Program’s Human Development Report 2013. The report said all countries in South Asia, with the exception of Afghanistan, were a better place for women than India, with Sri Lanka (75) topping them all. Nepal ranked 102nd and Bangladesh 111th. Gender inequality is especially tragic not only because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of future generations. Indian families often prefer boys to girls, and female feticide is tragically common. Only 29% of Indian women above the age of 15 in 2011 were a part of the country’s labor force, compared to 80.7% men. In Parliament, only 10.9% of lawmakers are women, while in Pakistan 21.1% are women. In United States which ranks 42nd on the list, 57.5% women and 70.1% men are a part of the labor force. China fared even better, landing 35th. Only 26.6% women above 25 years received a secondary education in 2010, compared to 50.4% of men. Pakistan scored even lower, with 18.3% of women having received secondary education compared to 43.1% of men. In the U.S., 94.7% women have received a secondary education – a figure slightly higher than for men (94.3%). In China, this figure was 54.8% for women and 70.4% for men. In India, 200 women died for every 100,000 childbirths, says the report. In China, the number was considerably lower (37 deaths) and in the U.S. even lower than that (21.)

2.9 Present Scenario of women in India :

Although women form nearly half of the human capital, they are still the most deprived and neglected segments of the society despite the constitutional guarantee, and for equal rights and privileges for men and women. Women constitute to be the victims of a process of economic, social, cultural and political marginalization. While a large part of the world countries look at women’s issues in terms of paternalism and well-being, the concept of women empowerment in the social, political, and economic order as a pre-requisite of human development is hardly given the priority that it deserves.

2.10 Present Scenario of Transgender in India:

In India, transgender people include hijras/ kinnars (eunuchs), shiv-shaktis, jogappas, Sakhi, jogtas, Aradhis etc. In fact, there are many who do not belong to any of the groups but are transgender persons individually. Transgenders fall under the LGBT group (lesbian, gay, bisexual and transgender). They constitute the marginalised section of the society in India, and thus face legal, social as well as economic difficulties.

The problems faced by the transgender people in India include:

- These people are shunned by family and society alike.
- They have restricted access to education, health services and public spaces.
- Till recently, they were excluded from effectively participating in social and cultural activities of life.
- Politics and decision-making processes have been out of their reach.
- Transgender people have difficulty in exercising their basic civil rights.
- Reports of harassment, violence, denial of services, and unfair treatment against transgender persons have come to light.
- Sexual activity between two persons of the same sex is treated to be criminalised, and is punishable by incarceration.

In a landmark judgement in 2014, the Supreme Court observed that “The transgender community, generally known as “Hijras” in this country, are a section of Indian citizens who are treated by the society as “unnatural and generally as objects of ridicule and even fear on account of superstition”. In its judgement, the Supreme Court passed the ruling that “In view of the constitutional guarantee, the transgender community is entitled to basic rights i.e. Right to Personal Liberty, dignity, Freedom of expression, Right to Education and Empowerment, Right against violence, Discrimination and exploitation and Right to work. Moreover, every person must have the right to decide his/her gender expression and identity, including transsexuals, transgenders, hijras and should have right to freely express their gender identity and be considered as a third sex.” Thus, today the transgender people in India are considered to be the Third Gender.

SECTION-III

Assessment of Gender Equality Initiatives of the College

This section makes an assessment of gender equality-initiatives under different wings, organizations, establishments of the college in consultation with a review of secondary data of office records and documents. For this purpose we have conducted desk reviewing and analyzing college's key documents related to different students' wings, sections and establishments of the college in order to evaluate the relative progress made in gender equality initiatives. Since the study is student centric, we have analyzed the composition and structure of students of the college at the beginning.

Features and Initiative of College for Gender Sensitisation

3.1 Gender Balance in Students' Composition and Structure

The S.C.S. Autonomous College, Puri, offers studies in a wide range of academic and professional subjects which are always in great demand by the students. These courses are well received by the concerned job sectors in the Corporate and Professional world. Needless to say, the college with its capacity, capability and infrastructure has the commitment to serve the students with quality education. Over the years it has emerged as the most sought after college of the State having a combined U.G. and P.G. students' strength in the vicinity of 4000.

Over the years the students' strength of the college is increasing due to opening of new streams and particularly the number of girl students. Sometimes, they outnumber their male counterparts in both UG and PG courses as per the Enrolment Register of the college.

Students' strength is increasing continuously over the years due to opening of new branches of study. Basically girl student strength is more than boys. An analysis of students strength in the college from Table-1 suggests that girl students are outnumbering boys in the college during the study period 2019-20.

Table - 1

Social Group and Gender-wise Distribution of Students of the College

SOCIAL GROUP	MALE	FEMALE	Total
GEN	860 (42.91)	1144 (57.09)	2004 (100)
SC	286 (44.34)	359 (55.66)	645 (100)
ST	127 (54.04)	108 (45.96)	235 (100)
OBC	174 (40.18)	259 (59.82)	433 (100)
OTHERS	183 (36.17)	323 (63.83)	506 (100)
TOTAL	1630 (43.86)	2193 (56.14)	3823 (100)

Source: Secondary Data collected from Academic Section of S.C.S. Auto. College, Puri

N. B : Figures in Parenthesis indicate Percenta

Gender Balance in Enrolment at U.G. and P.G. Level :

Table – 3
Faculty Wise Gender Distribution in Enrolment at P.G. Level in 2019-20

Faculty	Intake capacity	Male					Female					Total				
		Gen	SC	ST	OBC	Total	Gen	SC	ST	OBC	Total	Gen	SC	ST	OBC	Total
Eco	16	02	01	00	00	03	06	01	00	04	11	08	02	00	04	14
Edn	16	00	00	00	00	00	08	03	01	04	16	08	03	01	04	16
Eng	32	04	04	00	01	09	19	01	00	03	23	23	05	00	04	32
Geog	16	04	00	02	01	07	07	02	00	00	09	11	02	02	01	16
Odia	32	03	01	00	00	04	15	04	00	09	28	18	05	00	09	32
Arts Total	112	13	06	02	02	23	55	11	01	20	87	68	17	03	22	110
Chem																
Comp SC																
Zool																
Scienc Total																
Comm																
MBA																
Grand PG																
MPhil Eng																
MPhil Geog																
MPhil Odia																
MPhil Commerce																
Total MPhil																

Source: Secondary Data collected from Academic Section of S.C.S. Auto. College, Puri

N. B : Figures in Parenthesis indicate Percenta

Table - 4
Faculty Wise Gender Distribution in Enrolment at P.G. Level in 2018-19

Faculty	Intake capacity	Male					Female					Total				
		Gen	SC	ST	OBC	Total	Gen	SC	ST	OBC	Total	Gen	SC	ST	OBC	Total
Eco																
Edn																
Eng																
Geog																
Odia																
Arts Total																
Chem																
Comp SC																
Zool																
Scienc Total																
Comm																
MBA																
Grand PG																
MPhil Eng																
MPhil Geog																
MPhil Odia																
MPhil Commerce																
Total MPhil																

Source: Secondary Data collected from Academic Section of S.C.S. Auto. College, Puri

N. B : Figures in Parenthesis indicate Percenta

Table - 5
Faculty Wise Gender Distribution in Enrolment at P.G. Level in 2017-18

Faculty	Intake capacity	Male					Female					Total				
		Gen	SC	ST	OBC	Total	Gen	SC	ST	OBC	Total	Gen	SC	ST	OBC	Total
Eco																
Edn																
Eng																
Geog																
Odia																
Arts Total																
Chem																
Comp SC																
Zool																
Scienc Total																
Comm																
MBA																
Grand PG																
MPhil Eng																
MPhil Geog																
MPhil Odia																
MPhil Commerce																
Total MPhil																

Source: Secondary Data collected from Academic Section of S.C.S. Auto. College, Puri

N. B : Figures in Parenthesis indicate Percenta

Table - 3
Faculty Wise Gender Distribution in Enrolment at P.G. Level

Year	Faculty	Male					Female					Total				
		G e n	SC	ST	S E B C	T o t a l	G e n	SC	ST	S E B C	T o t a l	G e n	SC	ST	S E B C	T o t a l
2017-18	B. A.															
	B.Com.															
	B.Sc.															
	B.Sc. (Comp.)															
	Total:															
2018-19	B. A.															
	B.Com.															
	B.Sc.															
	B.Sc. (Comp.)															
	Total:															
2019-20	B. A.															
	B.Com.															
	B.Sc.															
	B.Sc. (Comp.)															
	Total:															
Grand Total :																

Source: Secondary Data collected from Academic Section of S.C.S. Auto. College, Puri

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.

Facilities for Students:

S.C.S. Autonomous College, Puri is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

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





II. 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.





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

IV. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library .It marks a discipline.

V. **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.

VI. Washroom Facility: At four 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.

VII. Drinking Water: Three water coolers and water purifiers are placed for students and staff at convenient places.

VIII. Ramp: Keeping in mind the needs of physically handicapped students, ramps have been provided in both buildings to ease accessibility.

IX. Suggestion Box: Suggestion boxes have been provided to inculcate student feedback in college management in both buildings.

X. 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.

XI. 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.

XII. 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.

XIII. SMS Alert System: An SMS Alert System for information dissemination about important dates and notices among the students and the staff is managed.

XIV. Unique ID Number: Unique ID Number is provided to all the students with colour coding according to the faculty of the student. Identity card for staff is also provided.

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

XVI. 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, athletics, handball, volleyball, canoeing, netball, baseball and softball.

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

XVIII. **Sanitary Napkin Vending Machine:** Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine is provided.

N.B: Figures in Parenthesis Indicate Percentage

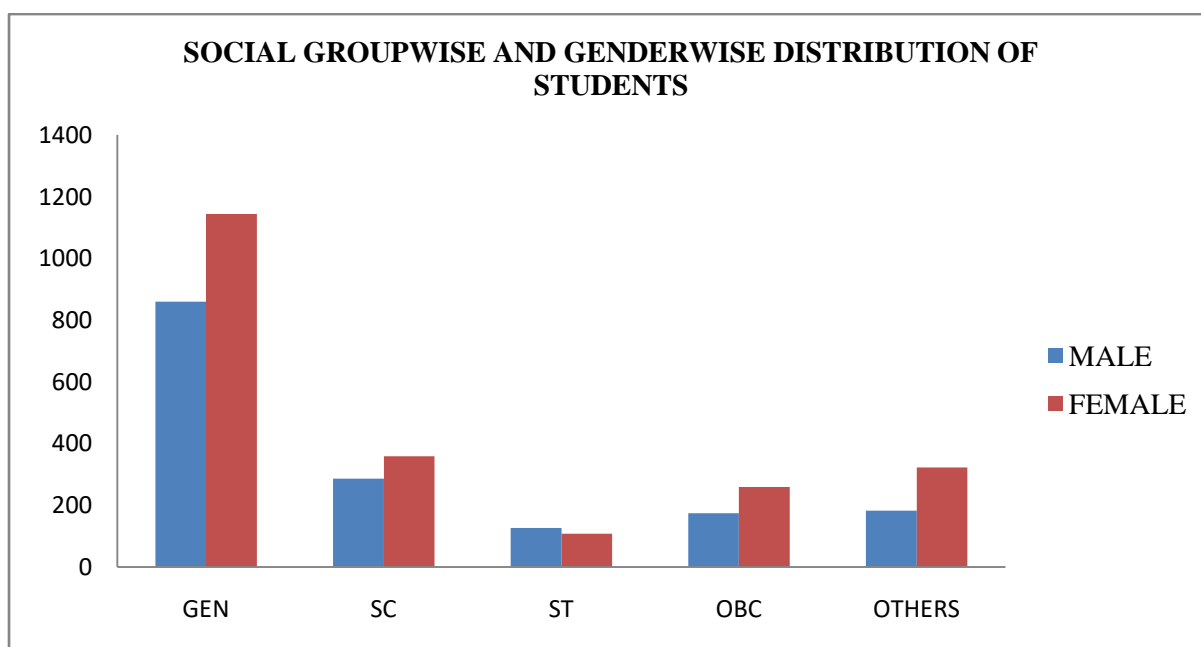
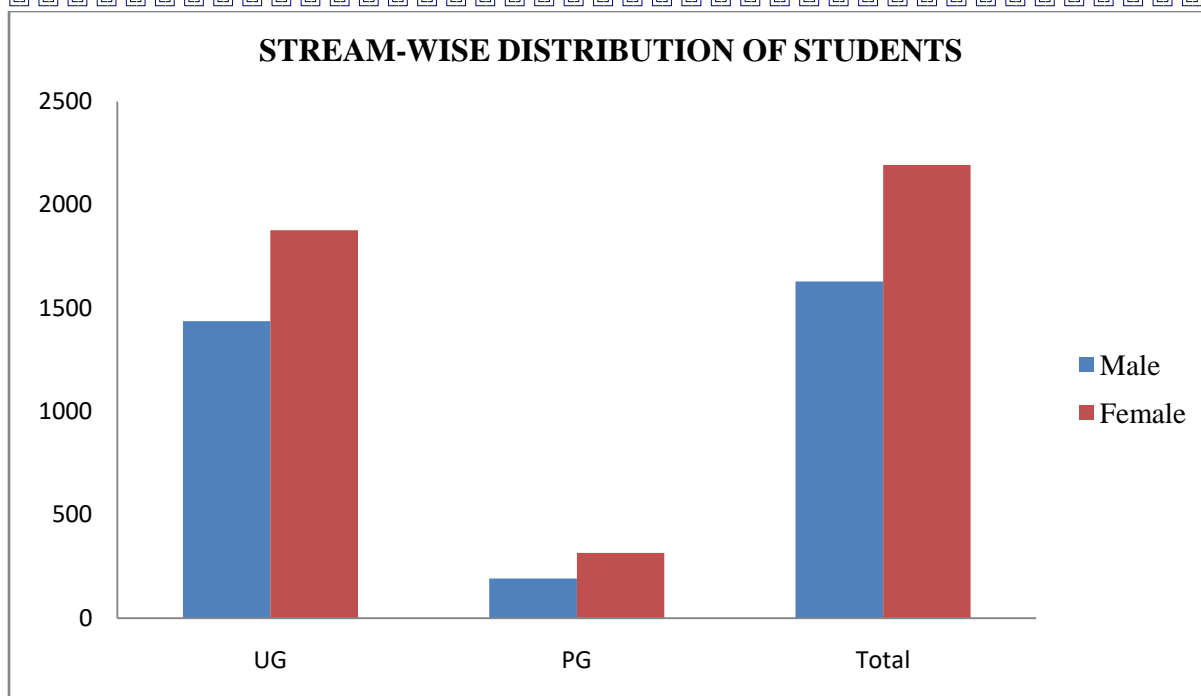


Table 2: Stream-wise distribution of students

	Male	Female	Total
UG	1438 (43.38)	1877 (56.62)	3315 (100)
PG	192 (37.80)	316 (62.20)	508 (100)
Total	1630 (42.64)	2193 (57.36)	3823 (100)

Source: Secondary Data collected from Academic Section of S.C.S. Autonomous College, Puri

N.B: Figures in Parenthesis Indicate Percentage



- (1) EQUAL OPPORTUNITY CELL
- (2) SELF DEFENSE ACTIVITIES

1. NATIONAL SERVICE SCHEME (NSS)

1.1 The main objective of establishing NSS Unit of this college is to develop personality of the students through community service. The motto of NSS is “Not Me But You”, which reflects the essence of democratic living and upholds the need for self-less service. It also helps the students develop appreciation to other person’s point of view and also show consideration to/ other living beings. The philosophy of the NSS underlines/ on the believe that the welfare of an individual is ultimately dependent on the welfare of the society on the whole and therefore, the NSS volunteers shall strive for the well being for the society.

This college has both men’s and women’s wings of NSS unit ensuring the gender equality in the college.

The aims of establishing NSS Wing in the college are :

- (a) to instill and promote a sense of national consciousness and social responsibility in the minds of students of the college;
- (b) to inculcate a sense of discipline and dignity of labour among the students;
- (c) to build good moral character of students through community service;

- (d) to ignite the young mind and heart of the youth with noble thoughts in broad ideas in nation building.

Projects : NSS Programmes include the following projects

- (a) Social Service and Work Experience;
- (b) General Education through Planning Forum and Seminars;
- (c) Literacy Drive & Social Education;
- (d) Campus Cleaning and Campus Work Project including Plantation;
- (e) Rovers Trainings, Red Cross Activities and Community Living;
- (f) Small Savings Drive.

Total enrollment 130

Boys 64

Girls 66

Achievement of Boys

An audit and review of the records of this unit suggest that Om Prasad Mohanty was awarded best **ownership** level NSS award and also best volunteer awarded in National Voters Day rally on 25.01.2020. Om Prasad Mohanty, Satyanarayan Sahoo. Akash Singh, Santosh Chinhara, Ritesh Chandra Pradhan, Birendra Bihari nayak ,Jyoti ranjan Mohanty , Supravat Pradhan, Sankareswar Barik, Gopal Nayak participated in ownership level First Aid training. Om Prasad mohanty participated in inter collage chancellor debate competition in Odia.

In 2019 a blood donation camp was organized and 108 units of blood were collected and shield was given to our college by Jayanti Mohapatra of YRC and NSS. Birendra Bihari Nayak participated in pre-Rd camp in Kolkata in 2019.



Achievement of Girls

A review of the record of this unit reveals that Manasmita Mohanty attended National Armature camp **where ?**. Manasmita Mohanty, Soumili Dabnath , Kalpana Badatya, Pooja Patra , Sonali Barik, Rashmita Sahoo, Kajal Padhi and Chandrika Mohanty participated in university level First Aid training .

Kalpana Badatya participated in National Youth Festival in Lakhnow. Chandrika Mohanty participated in inter collage Chancellor debate competition in English.





2. NATIONAL CADET CROPS (NCC)

2.1 National Cadet Crops (NCC) Army Wing:

Establishment of NCC wing in the college aims at development of character, discipline, comradeship, secular outlook, ideals of selfless services and adventure spirits among the young students of the college. The main purpose is to create a pool of trained, organized and motivated youth with various leadership qualities in every work of their lives and serve the Nation

irrespective of career they chose. It also provides a sound environment conducive towards motivating large number of young students to join the Armed Forces.

The aims of establishing National Cadet Corps (NCC) in the college are:

- (a) to develop character, comradeship and capacity building for leadership in young men and women;
- (b) to provide service training to young men and women so as to stimulate their interest in the defense of the country;
- (c) to build up reserve of potential officers to enable the armed forces to expand rapidly in national emergency (issued by the Directorate of N.C.C.) New Delhi.

An intensive audit and review of the records and documents of this unit suggests that there is one N.C.C. Coy in the college. Total enrollment is 69 out of which 49 are boys and 20 are girls ensuring equal rights and opportunities to all genders.

Achievements of NCC

Republic Day Camp is the ultimate aim of every NCC cadet. However, very few students make it to the final selection as it needs rigorous training and absolute dedication. The aim of Republic Day Camp (RDC) is to enhance the confidence of the cadets, depend their value systems and provide an exposure to the rich tradition and culture of the nation. The following cadets had the opportunity to be a part of RDC from our college. An evaluation of the records and documents of NCC units reveals that the following students have secured that achievements in their respective activities. They are:

Boys

1. Dipti Ranjan Majhi (ORI/SD/15/20002) (2017)
2. Santosh Kumar Pradhan (OD/16/SD/A/304020) (2018)
3. Asish Mishra (ORI/SD/15/20097) (2018)
4. Rajkishor Moharana (OD/17/SD/A/304040) (2019)







Girls

1. Sanjukta Pradhan (ORI/SW/15/20091) (2017)
2. Rozi Mohapatra (OD/18/SW/A/304052) (2020)
3. Arpita Senapati (OD /18/SW/A/304045) (2020)
 - Thal Sainik Camp (TSC) in a 12 days camp conducted in Delhi where selected cadets from all.





Directorate level participation. The cadets are able to be a part of this camp after going through a rigorous training and selection procedure. The aim of this camp is to endow the cadets with an exposure to various aspects of army training and instill in them a sense of leadership, discipline and responsibility. The following cadets have been able to a part of this camp.







Boys

1. Deepak Mallik (OD/16/SD/A/304013) (2018)
2. Deepak Kumar Pradhan (OD/16/SD/A/304014) (2018)

3. YOUTH RED CROSS SOCIETY (YRC)

YRC Unit of the college is one of the active units of the state. It inculcates the ideas of Red Cross Principles such as Humanity Impartiality, Neutrality, Independence, Voluntary service, Unity and Integrity. The unit organizes the following activities. The main objective of YRC is to enable the growth and development of a sprite of service and sense of duty with dedication and devotion in the young minds and hearts of the youth of this college. It fosters better friendly relationship with all without any discrimination. Finally, it arouses awareness among the students on the care of their own health and that of others.

- Observance of Important Days.
- Social Service Campus.
- Blood grouping and donation camp.
- Training Camps for volunteers and Counsellors.
- Formation of YRC Red Ribbon Club and organization of HIV/ AIDS awareness camp.
- Plantation programme.
- First-Aid Training Camps.
- Participation in National and State level camps.

Membership of YRC is open to men and women students of all classes of the college.

Youth Red Cross

Total enrolment 64

Boys 41

Girls 23

Achievement of Boys

G. Shrubantu, Chandan Behera , Bibhisana Mohanty, Biswajit Sahoo and Manoranjan Behera participated in First Aid camp, Car festival etc.

Rajesh kumar panda , G.Shrubantu, Chandan Behera , Bibhisana Mohanty, biswajit Sahoo and Manoranjan Behera also participated in National Voters Day rally on 25.01.2020 at District level. Chandan Behera participated in state level First Aid competition and was awarded Third position.

Further Chandan Behera secured first position in university level odia debate competition . Blood Donation Camp was organized in 2018 Swachha Bharat Aviyan was organized in september 2019.

Achievement of Girls

Sujata Behera ,Rosalin Behera , Stiti Prangy Behera , Asima Das, Barsha Pradhan and Mini Pradhan participated in state level First Aid camp, Car festival, Social awareness Programme.

Mini Pradhan was awarded best slogan awarded in National Voter's Day rally on 15.0.,2020.







4. ROVERS & RANGERS

The S.C.S. Rover crew and Ranger Team has been formed in this College with effect from the year 1996. The main purpose of establishing this unit of the college is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of local, national and international community is motto is “Service” and it aims to develop personality of students through community services. The college has both women’s and men’s wing for ensuring gender equality in the college.

The crew is a registered unit of the Orissa Bharat Scouts and Guides organization. The crew has a sanctioned strength of 24 Rovers and Rangers in

the college. Its membership is open to all students of all classes irrespective of their gender, caste and creed. The motto of the Rover crew is service to humanity'. The Rovers and Rangers take the oath to take active part in all activities related to social welfare. They also render social service in collaboration with all such like minded organizations as N.S.S. units and N.G.Os.



An audit and review of the documents of this unit reveals that 11 (Eleven) girls and 05 (five) boys students of this college during the session 2018-19 and 2019-20 who were enrolled as volunteers of Rovers Rangers Unit have rendered volunteer service in various meeting organized in the college, participate in different activities like blood donation camp, road safety awareness programme, Annual Athletic meet (Sports), observation of Independence Day and Republic Day etc. Their services were district from the rest, drew attraction of the gathering and those were praise-worthy.

5. EXAMINATION SECTION :

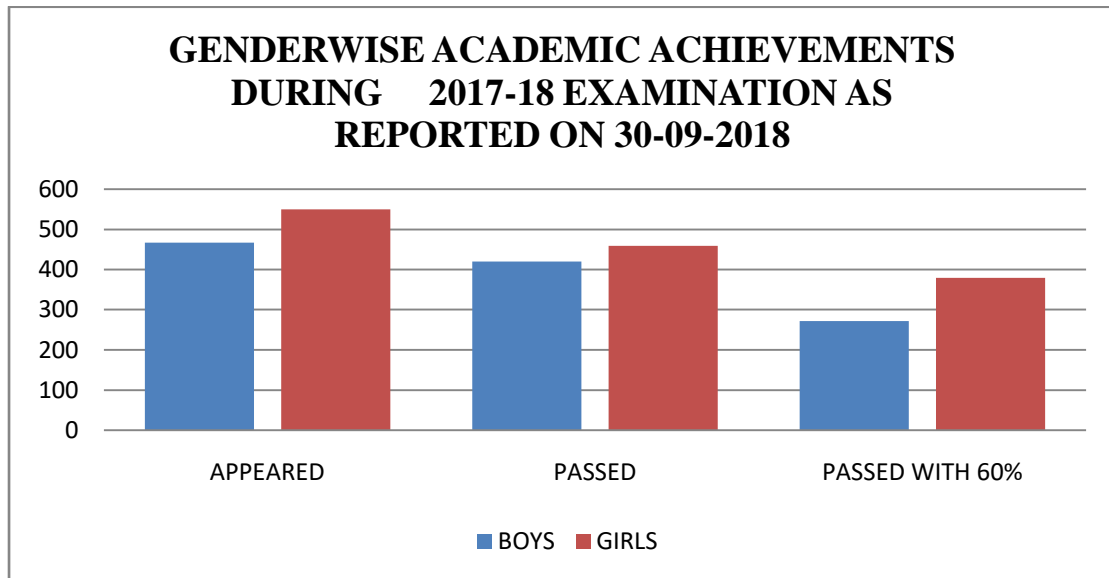
TABLE 2: GENDER WISE ACADEMIC ACHIEVEMENT

CATEGORY	BOYS	GIRLS	TOTAL
APPEARED	467 (45.92)	550 (54.08)	1017 (100)
PASSED	420 (47.78)	459 (52.22)	879 (100)
PASSED WITH 60%	272	379	651

	(41.78)	(58.24)	(100)
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Source: Secondary Data collected from Academic Section of S.C.S. Autonomous College, Puri

N.B: Figures in Parenthesis Indicate Percentage













6. SEXUAL HARASSMENT CELL :

Not a single case of sexual harassment is reported in the cell from 2015-16 to 2019-20.

7. WOMEN'S EMPOWERMENT AND PROTECTION CELL :

The cell provides a platform for women so share the experiences and views regarding their status in the society and to suggest ways to improve and empower themselves. With a view to taking up women's issue and problems, the cell aims at creating awareness of their rights and duties.

A cursory review of the records of this unit suggest that an educative lecture was delivered by eminent academician, 1. Laxmipriya Dei, Retired Principal of Government Women's College on 16.02.2017, 2. Shree Jagadish Prasad Mohanty, Presiding Officer, Labour Court, Bhubaneswar was invited by the cell to enlighten the women staff and students regarding the legal rights of women in our country and how to safeguard those rights on 08.07.2017. . Gender sensitization training programme was organized by School of Women's Studies, Utkal University, Bhubaneswar in collaboration with Department of Women and Child Development and Mission Shakti, Government of Odisha in the smart class of room of S. C. S (A) College, Puri on 17.02.2018. Ms.Tapasi Praharaj, the prominent social worker, Ms. Namrata Chadha, Chairperson, Women's commission of Odisha Professor Sabita Acharya, Director womens studies, Utkal University sensitized the participants on different gender issues prevalent in our society.

A Group discussion was also conducted by the women empowerment cell of the collage in the Heritage hall regarding" Constitutional provisions for women on 23.08.2018.







8. ANTI RAGGING AND MINORITY PROTECTION CELL:

Anti Ragging Cell is one of the important part of educational institutions mechanism. As per the guidelines of UGC under the act of 1956, which is modified as UGC regulation on curbing the menace of ragging in Higher Educational Institutions, 2009, establishment of Anti-Ragging Cell is very compulsory. The main objective of the cell are as follows:

- i. to aware the students of dehumanizing effects of ragging inherent in its perversity;
- ii. to keep a continuance watch and vigil over ragging so as to prevent its occurrence on any students irrespective of his/her gender;
- iii. to promptly and stringently deal with the incidents of ragging brought to your notice;
- iv. to generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

A review of the records suggest that, a meeting of the anti ragging cell of the college was held on 07.08.2018 in which it was decided to create awareness among the students against ragging through banners and posters display. Till date not a single case of ragging has been reported.

9. EQUAL OPPORTUNITY CELL

A meeting of the equal opportunity cell was held on 09.08.2018 at 2 pm under the chairmanship of Principal to discuss the issues concerning the differently able students of the college. However, there was no special issue to be discussed.

10.SELF DEFENSE ACTIVITIES

Our college has been declared to be the Nodal College in the district with respect to monitor and supervise self-defense training activities for girls students of different colleges in Puri. The Nodal college monitor the programmes twice in a year and prepare college wise training calendar for the smooth conduct of the programme. This is very much beneficial for girls as it increases their self-confidence and protects them from physical assault. They also feel safe to attend classes in the late hour.





The data on self defense are stated below.

TABLE 3: GIRLS STUDENTS TRAINED ON SELF DEFENSE

FINANCIAL YEAR	NUMBER OF STUDENTS TRAINED
2013-14	318
2014-15	250
2015-16	476
2016-17	76
2017-18	152
2018-19	152
2019-20	240

Source: Secondary Data collected from Academic Section of S.C.S. Autonomous College, Puri

N.B: Figures in Parenthesis Indicate Percentage

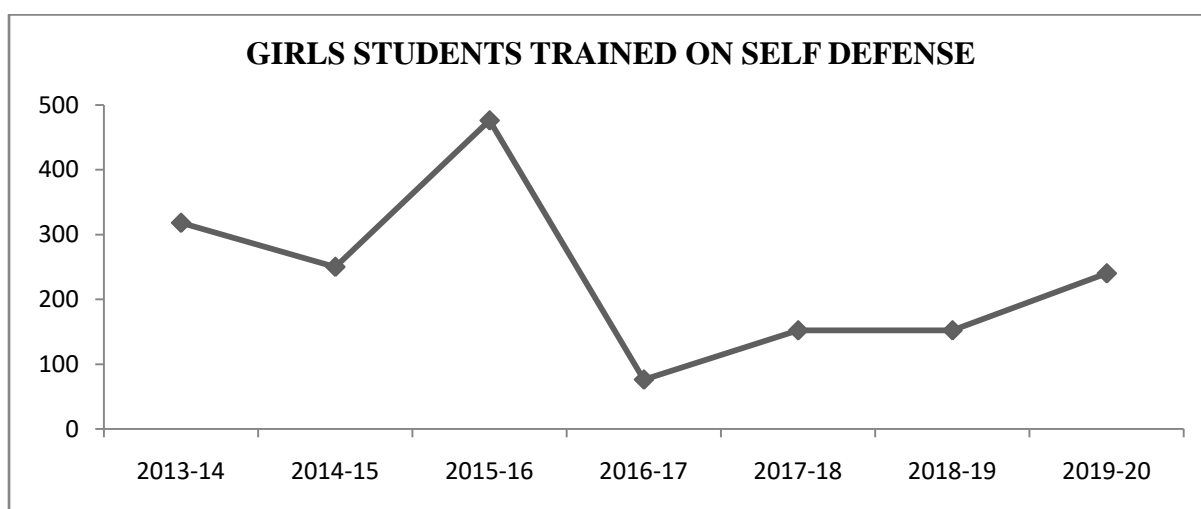
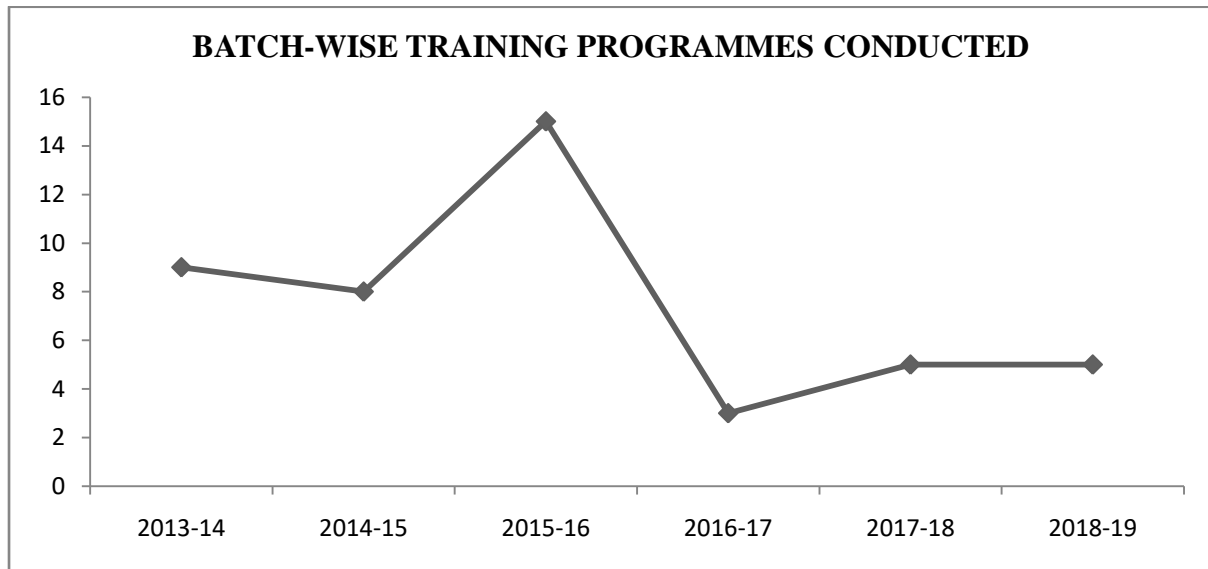


TABLE 4: BATCH-WISE TRAINING PROGRAMMES CONDUCTED

FINANCIAL YEAR	NO. OF BATCHES
2013-14	9
2014-15	8
2015-16	15
2016-17	3
2017-18	5

Source: Secondary Data collected from Academic Section of S.C.S. Autonomous College, Puri

N.B: Figures in Parenthesis Indicate Percentage



SECTION-IV

Primary Data Analysis

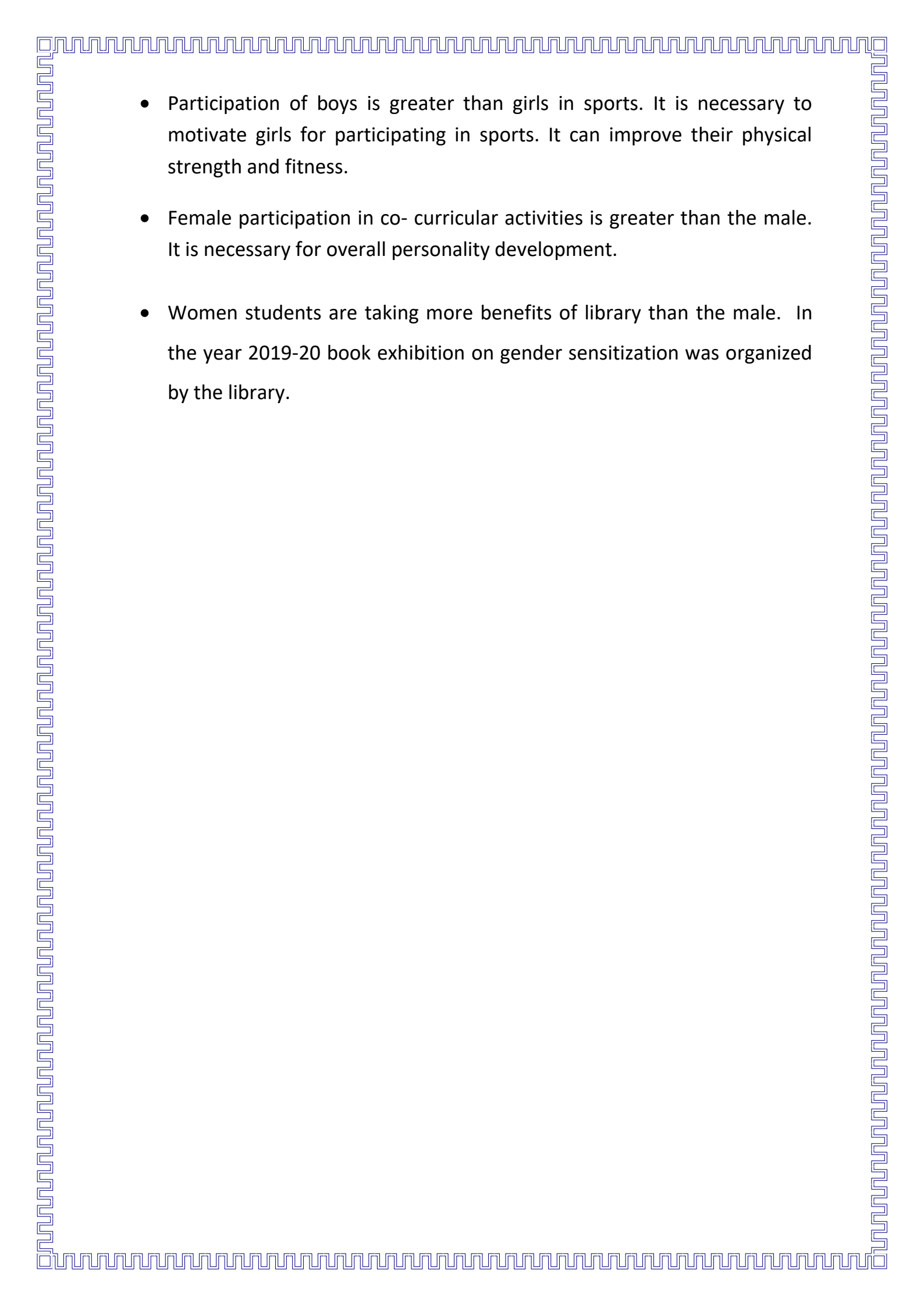
In this section, an analysis of primary data of answers collected through self assessment survey of filled in close ended structured questionnaires from different stake-holder respondents of the college including the students and the teachers has been made in the light of the conclusion arrived at in Section-III by the secondary data analysis from official records and documents of different student-wings and organisations of the college. This will strengthen our stance with regard to the detailed study within the prescribed format. Small-scale deviations are there but they are bound to be present in any study of such a holistic nature.

SECTION-V

Major Findings

After assessment of women's activities vis-à-vis of men's in the different wings, organizations and establishments of the college, the following findings are revealed from our gender auditing study.

- Over the years the students' strength of our college is increasing due to opening of new streams and particularly the number of girl students. Sometimes, they outnumber their male counterparts in both UG and PG courses as per the Enrolment Register of the college.
- Students of backward classes enjoy a major share in admission.
- Success rate of girl students is higher than boys in the examination in our college and elsewhere.
- Total % boys and % girls are benefited by health check-up camp. Total % male and female students have participated in activities.
- Special awareness programmes are organized for girls by Women Empowerment Cell.
- Male students are more benefited than female students in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among girls about their career and self-sufficiency.
- Female participation is more than the male in the 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 learners. They are participating in different activities enthusiastically and in Republic Day Camps (RDC) women cadets have outshined the men.
- 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 and can make them public platform friendly.

- 
- A decorative border with a repeating geometric pattern of interlocking squares and lines, framing the entire page.
- 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 the male. It is necessary for overall personality development.
 - Women students are taking more benefits of library than the male. In the year 2019-20 book exhibition on gender sensitization was organized by the library.

SECTION-VI

➤ **Summary, Conclusion & Suggestions**

After an assessment of women's activities vis-à-vis of men's in the different wings, organizations and establishments of the college, a message, loud and clear, emerges that adequate steps have been adopted by the college to foster gender equality to the fullest degree. Not even a single case of sexual harassment has been reported to the Sexual Harassment Cell and has come to our notice during the period of this auditing study. The area and scope is wide open for the female students to excel in the fields of their varied activities and the college has provided them with ample opportunities to make them stand at par with the boys or even outshine the boys as it has happened in Academic Results, NSS, NCC and YRC activities. A congenial atmosphere prevails in the college to boost the morale of the girls and to encourage them to climb higher in the ladder of success.

An empirical study based on the responses to our close-ended questionnaire as received from different quarters i.e, from the Boys, Girls and Teaches of the college suggests a positive answer almost on all counts which has been taken into consideration corroborating our concluding point of view. At the end, it is suggested that the college should take necessary sustainable steps in this direction in the long run to organize seminars and symposiums in order to boost the morale of the female students. The work we have undertaken together gives us hope that women and men can work side-by-side to tackle these issues in a mutually supportive way and the college should embody the principle of equality and fairness, acting as a 'role-model' institution.

Like any case study, this one might have its gaps and inconsistencies. But utmost diligence has been taken to make it not merely scholarly but immensely readable. The readers, if benefit by this, would please us to an extent which can't be expressed in words. But the sole credit goes to our Madam Principal whose inspiring talk has propelled me to move mountain. Hats up to her.

7. Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college 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 conducted for both male and female. Some programs are 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.

Our Pride

Snap Shots of Various Students' Activities



**Samanta Chandra Sekhar (Autonomous) College,
Puri, Odisha**

Remark & Singnature of External Gender Audit Committee

Remark:

Sr. No.	Particulars	Name of the Committee Members	Sign. with date
1.	Chairperson		
2.	Member		
3.	Member		

