

Report on Gender Audit of B.J.B. Autonomous College

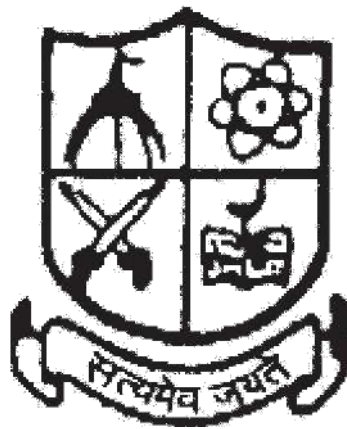


Conducted by
Internal Quality Assurance Cell
(IQAC)

Buxi Jagabandhu Bidyadhar Autonomous College
BHUBANESWAR - 751014

Report on
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Of
B.J.B. AUTONOMOUS
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BJB Autonomous College, Bhubaneswar

Foreword

I really feel proud and privileged to bring out this report which is the outcome of team work done under the Internal Quality Assurance Cell (IQAC) of our College. BJB (Autonomous) College has a name of its own for its academic excellence as well as for all extra-curricular activities providing quality environment to its students and all staff members-both teaching and non-teaching. Gender audit, to assess gender status and gender strength is a leap forward to bridge the gap in gender asymmetry that exists in our society.

In this context, the present work has some strong points and valuable suggestions to understand this little understood aspect of women in all academic institutions of the state of Odisha and of the country as a whole.

I take this opportunity to congratulate the whole team for their sincere efforts in bringing out this report, which I hope will be of immense help to each and every one directly or indirectly associated with this institution.

Dr. Prasanna Kumar Mohanty
Principal
B.J.B. Autonomous College,
Bhubaneswar

PREFACE

Looking at the contemporary Indian situation, we note that there is a considerable gap between the number of men and women. Other than numbers, considerable gap also does exist in key areas like education, health, economic and political fields. In this context gender audit by this premier institution of the State - BJB Autonomous College to assess gender status and gender discrepancies of its members is really a welcome step.

A nation develops when both men and women experience the fruits of development, participating in the process and contributing it to the optimum extent as a way of life. From home to school, to college, and to university education, girls in our society have to move with fear of possibility. It becomes the moral responsibility of each of us to erase this asymmetry from people's mind, from our own mind without which our society is going to be crippled.

One of the major efforts to provide better education for better quality of life of girls in academic institutions is to get the ground reality and to know the root causes of problems through this gender audit and then to go for bridging the gap, if any.

For the purpose, the present work is divided into three sections. Section one deals with methodology, objectives and significance of the work, while section two throws light on the analysis part. Findings of the study are highlighted in section three along with a few suggestions and recommendations to fulfill the purpose of study.

Education, especially higher education has always been a tool for sharpening human intellect. The importance of education in human life is universally accepted without any debate.

In spite of all efforts why our girls are still lagging behind ? Why they are still struggling to have life with voice, reverence and self-dignity ? These are the few questions to be answered through this gender audit work.

Dr. KALPALATA PATRI,

Asso. Prof. of Edn, Team Leader

Dr. ITISHREE PADHI,

Asso. Prof. of Anthropology, Team Member

Dr. BIBHABARI BAL

Asst. Prof. of Sociology, Team Member

ACKNOWLEDGEMENT

I would like to express my sincere thanks and gratitude to Dr. Prasanna Kumar Mohanty, Former Principal, BJB Autonomous College for his constant encouragement and guidance in accomplishing this task.

My sincere appreciation to all the members of IQAC and special thanks to Dr. Itishree Padhi, Associate Professor of Anthropology and Dr. Bibhabari Bal, Assistant Professor of Sociology for their constant effort in bringing out this document in its present shape.

I would also like to express my thanks to Dr. A. Vijay Vishnu, Asst. Prof. of English for proof correction and editing.

My special thanks are also due to Dr. Suprava Pattanaik, Present Principal for her inspiration and timely guidance in this work.

Last but not the least, my thanks to Sri Uttareswar Mishra, Laboratory Assistant, B.Ed. Department, for compiling the data and Pooja Printers for the final Printing.

Dr. Kalpalata Patri
Co-ordinator, IQAC

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CHAPTER - I

INTRODUCTION

1.1 Preamble

Higher education is a very important sector for the growth and development of human resource which can take the responsibility for social, economic and scientific development of the country. The report of the Education commission (1964-66) under the chairmanship of Dr. D.S. Kothari symbolizes the symbiotic relationship between education and national development. The vision of higher education in India is to realize the country's human resource potential to its fullest with equity and inclusion. In the sphere of equity emphasis must be given to eliminate gender disparities in all areas. Keeping those in mind Internal Quality Assurance Cell (IQAC) of BJB Autonomous College has taken an initiative to conduct Gender Audit in the institution to recommend ways of addressing gender gaps and gender discrimination and to suggest possible improvements and innovations. The Gender Audit was organized on four different dimensions like; Gender Analysis of students, Gender Analysis of Teaching Faculty, Gender Analysis of Non-teaching Faculty and Gender analysis of Institutional Policy and Provision. A common format for collecting baseline data was prepared by IQAC and was distributed to all participants concerned in the process of Gender Audit. (Refer Annexure-1)

1.2 Team Members-

A meeting of the **IQAC** was held on 9th November, 2018 to conduct gender audit on the basis of decision taken on IQAC the team was constituted comprising following members.

1. Dr. Kalpalata Patri - Associate Prof. and Head, Dept. of Education, Team Leader.
2. Dr. Itishree Padhi - Associate Prof. and Head, Dept. of Anthropology, Member.
3. Dr. Bibhabari Bal - Assistant Prof. and Head, Dept. of Sociology, Member
(Refer Annexure-II)

1.3 Objectives-

Gender audit was conducted in the institution with the following objectives:

- To analyse the gender status of students
- To analyse the gender status of both teaching and non-teaching faculties
- To examine the multiple contexts of gender studies within the institution

- To analyse the institutional policies and provisions related to
- gender To suggest measures to bridge the gap, If any.
- To examine the multiple contexts of gender studies within the periphery of the institution.

1.4 Methodology-

The present study has been conducted in BJB (Autonomous) College, Bhubaneswar incorporating each and every member of the institution, Directly/Indirectly contributing for it's growth. Basically data have been collected through secondary sources. Documented informations from various departments and from the office of the Principal have been taken as secondary sources of information for the present purpose. A number of criteria like socio-economic background of students, representation of students in extension activities, number of laptop recipients and scholarship holders, academic excellence of students etc are taken into account for the present work. Special mention has been made to best graduate students in different streams of Arts Science and Commerce. To add value to the work, role of sexual harassment cell and of grievance cell for women within the institution have also been assessed. Along with institutional study major stakeholders such as teacher, students and employees have been put into four major categories.

CHAPTER - II

ANALYSIS AND

INTERPRETATION

2.1 Gender Analysis of Students

This section deals with Students Enrolment, Representation in different extension activities, social categories, subject topper. Best graduates, Students representation in seminar, scholarship holders, participation in sports and significant achievements in co-scholastic activities etc.

2.1.1 Gender Composition of Students' Enrolment

Gender composition of students' enrolment is reflected in table-1.

Table -1
Total Students Enrolment

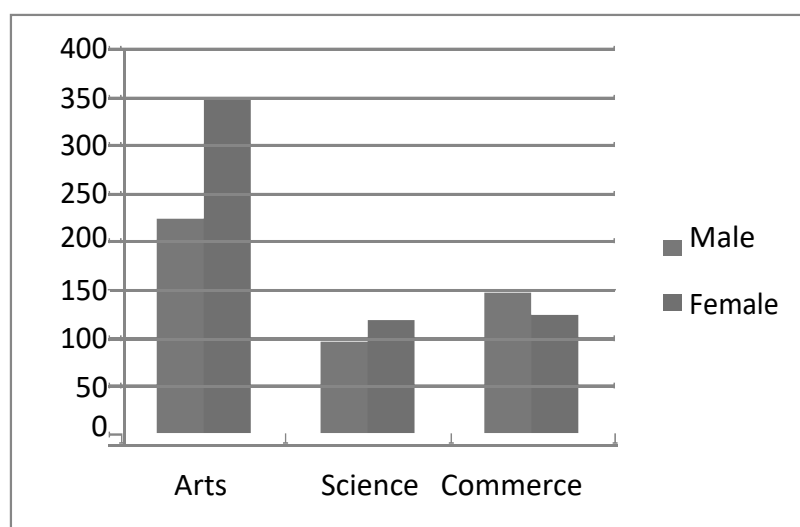
Course	Total Students	Total Male	Per-centage	Total Female	Per-centage
Regular	1053	465	44	588	56
SF	423	199	47	224	53
Total	1476	664	45	812	55

From the above table it is evident that in total 1476 number of students have enrolled their name for both graduation and post graduation courses under general and self-financing courses in the present academic year 2018-19. Out of which girls comprise 55% and boys comprise 45% of the total students strength.

Table - 2
Streamwise Student Enrolment

Sl.No.	Stream	Total	Male	%	Female	%
1	Arts	570	223	39	347	61
2	Science	214	96	45	118	55
3	Commerce	269	146	54	123	46
Total	-	1053	465	44	588	56

Fig. 1 : Stream wise Student Enrolment



From Table - 2 Gender stereo-typing is well reflected while choosing stream of education in the college. As per the present audit report, majority of students enrolled in arts stream are girls (61%) and majority of students enrolled in commerce stream are boys (54%). However girls enrolment in science stream is quite encouraging with 55% of their admission in science stream (Table-3). But if we look into the physical science subjects such as physics, chemistry, mathematics computer science and statistics, girls enrolment is 46% where as girls' enrolment in biological science such as Botany, Zoology and Bio-Tech is 71%.

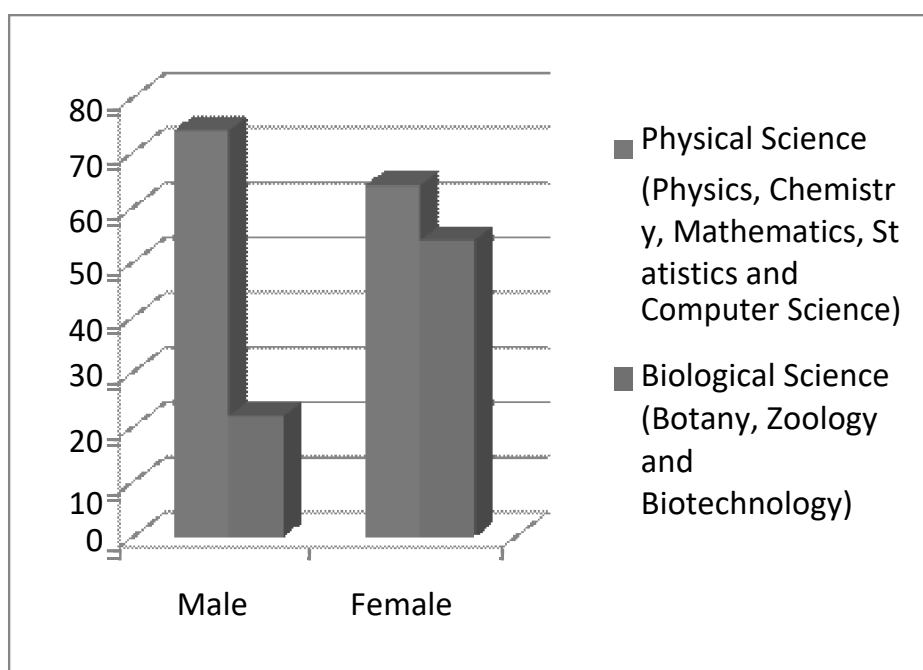
**Table - 3
Gender Analysis of Science Stream**

Sl.No.	Subject	Total	Male	Per-centage	Female	Per-centage
1	Botany	30	09	30	21	70
2	Chemistry	48	21	44	27	56
3	Mathematics	17	11	65	06	35
4	Physics	36	25	69	11	31
5	Statistics	05	03	60	02	40
6	Zoology	24	05	21	19	79
7	Bio-Technology	22	08	36	14	64
8	Computer Sc.	32	14	44	18	56
Total	-	214	96	45	118	55

Table - 4
Gender Representation in Physical Science and Biological Science

Sl.No.	Subject	Total	Male	Per-centage	Female	Per-centage
1	Physical Science (Physics, Chemistry Mathematics, Statistics and Computer Science)	138	74	54	64	46
2	Biological Science (Botany, Zoology and Bio-Technology)	78	22	29	54	71

Fig. 2 : Gender Representation in Physical Science and Biological Science



2.1.2 Students' Participation in Co-curricular Activities.

Representation in different extension activities.

In the present academic year (2018-19), Two hundred and seventy students have opted for extension activities under NSS, NCC & Youth Red Cross. Out of which 62% are boys and 38% are girls. NCC is more preferable among boys and whereas NSS and YRC are more preferable among girls.

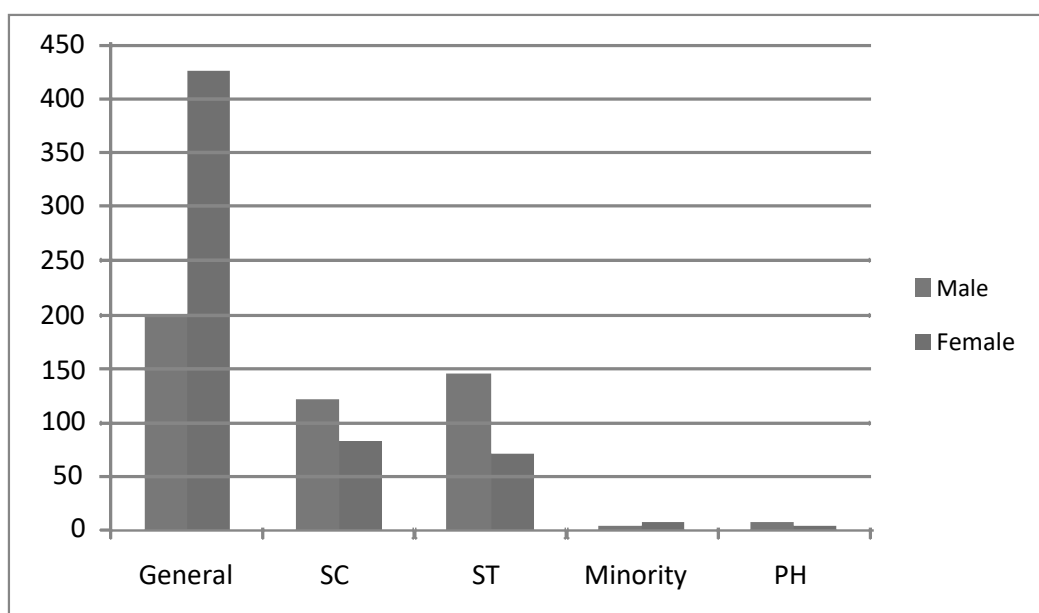
Table - 5
Representation in different extension activities

Sl.No.	Categories	Total	Male	Per-centage	Female	Per-centage
1	NSS	100	50	50	50	50
2	NCC (Army Wing) NCC (Air Wing) and Bio-Technology	110	79	72	31	28
3.	YRC	60	38	63	22	37
	Total	270	167	62	103	38

Table - 6A
Gender Composition in Various Social Categories:

Sl.No.	Categories	Regular				
		Total	Total Male	Per centage	Total Female	Per centage
1	Gen	617	197	31	426	69
2	SC	202	120	59	82	41
3	ST	215	145	67	70	33
4	Minority	09	03	33	06	67
5	PH	10	06	60	04	40
	G.Total	1053	465	44	588	56

Fig. 3 : Gender Composition in Various Social Categories



In Genral Category, Girl's enrolment is much higher with 69% than boy's enrolment with 31%. Reverse is the fact in SC & ST category where boy's enrolment is much higher with 59% and 67% respectively in comparison with girls enrolment in SC & ST categories with 41% and 33% respectively. In case of minority Girls' Enrolment is more and in case of PH, boys' enrolment is more.

Table - 6B
Representation in Social Categories:

Sl.No.	Categories	Regular				
		Total	Total Male	Per centage	Total Female	Per centage
1	SC	202	120	59	82	41
2	ST	215	145	67	70	33
3	Minority	09	03	33	06	67
4	PH	10	06	60	04	40
	Total	436	274	63	162	37

As the data reveals, there is a huge gender gap among the students of vulnerable social categories where boy's Enrolment is much higher with 63% in comparison to girl's Enrolment with only 37%.

Rural & Urban background of students enrolled in general streams :

Out of the total Enrolment in general streams, 55% of students hail from rural background with schooling in vernacular medium of instructions, out of which more number of students are girls comprising 54% of the total.

Table - 7
Students from Rural Areas:

Residence and Schooling in Rural Area	Total	Total Male	Per centage	Total Female	Per centage
	581 (55% of total	267	46	314	54

2.1.3 Access to Institutional Provisions :

Number of Laptop Received :

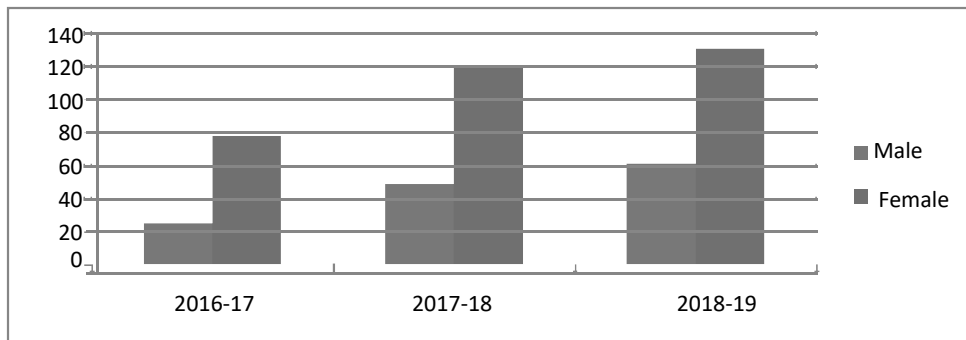
If we take account of the total number of beneficiaries receiving laptops in last 3 year under 'Biju Yuva Sashakti Yojana', it is found that every year, number of laptop recipients are increasing. In this academic year total 192 students have received laptops out of which female recipients comprise 68% in comparison to male recipients with 32%.

Table - 8

Number of Laptop Received:

Year	Total	Total Male	Per centage	Total Female	Per centage
2016-17	103	25	25	78	75
2017-18	169	49	29	120	71
2018-19	192	61	32	131	68

Fig. 4 : Number of Laptops received



Number of scholarship Holder :

In this academic year, 844 students have received scholarship out of which 59% are male and 41% are female.

Table - 9

Scholarship (Holders):

Sl. No.	Type of Scholarship	Total	Total Male	Per centage	Total Female	Per centage
1	Prerana	685	398	58	287	42
2	E-Medhabruti	130	87	73	43	27
3	Banishree(PWD)	05	05	100	Nil	Nil
4	Fakir Mohan Senapati	24	08	33	16	67
	Total	844	498	59%	346	41%

2.1.4 Academic Performance :

Subject-Topper (2017-18 Academic Session):

In the last academic session 68% among topper are girl students from their respective departments in comparison to boys with 32%.

Table - 10
Subject Topper (2017-18 Academic Session)

Sl.No.	Subject	Topper	
		Male	Female
1	Anthropology		୨୦
2	Economics		୨୦
3	Education		୨୦
4	English	୨୦	
5	Geography	୨୦	
6	Music		୨୦
7	Hindi		୨୦
8	History	୨୦	
9	Odia		୨୦
10	Philosophy		୨୦
11	Political Science	୨୦	
12	Psychology		୨୦
13	Sanskrit		୨୦
14	Sociology		୨୦
15	Biotech		୨୦
16	Botany		୨୦
17	Chemistry	୨୦	
18	Computer Science	୨୦	
19	Mathematics		୨୦
20	Physics		୨୦
21	Statistics		୨୦
22	Zoology	୨୦	
23	Commerce	୨୦	
24	B.Ed.		୨୦
25	MSW		୨୦
	Total	08 (32%)	17 (68%)

Best Graduate (2013-2018):

In last five years, Girls students are continuously showing their academic excellence in their respective departments. Among the topper of last five year, 80% are girls and 20% are boys.

Table - 11
Best Graduate (2013-2018)

Year	Arts		Science		Commerce	
	Male	Female	Male	Female	Male	Female
2013-14		୧		୧		୧
2014-15		୧		୧		୧
2015-16		୧	୧			୧
2016-17		୧		୧	୧	
2017-18		୧		୧	୧	
Total (15)	Nil	05	01	04	02	03

Total Male -- 03 (20%)

TotalFemale -- 12 (80%)

2.1.5 Holding Responsibility in Department Seminars:

Twentyfour Departments have organised their students' seminar with a seminar secretary & assistant seminar-secretary from among the students on the basis of their academic performance and management ability. Out of 48 selected students 31 are girls and 17 are boys. It shows Girl students are not only good at study but also have proved themselves in managing various extra-curricular activities in their respective departments.

Table - 12
Holding Responsibility in Department

Sl. No.	Name of the Department	Seminar Secretary		Asst. Seminar Secretary	
		Male	Female	Male	Female
1	Anthropology		୧		୧
2	Economics		୧	୧	
3	Education		୧		୧
4	English		୧		୧
5	Geography	୧			୧
6	History	୧			୧
7	Hindi		୧		୧
8	Indian Music		୧		୧
9	Mathematics	୧			୧
10	Odia	୧			୧
11	Political Science	୧			୧
12	Philosophy	୧			୧
13	Psychology		୧		୧
14	Sanskrit		୧		୧
15	Sociology	୧			୧
16	Statistics	୧			୧
17	Botany		୧	୧	
18	Chemistry		୧		୧
19	Physics	୧			୧
20	Zoology		୧	୧	
21	Bio-Technology		୧	୧	
22	Computer Science	୧			୧
23	MSW	୧			୧
24	Commerce	୧		୧	
	Total (24)	M-12	F-12	M-05	F-19
	Total Male Leadership - 17				
	Total Female Leadership- 31				

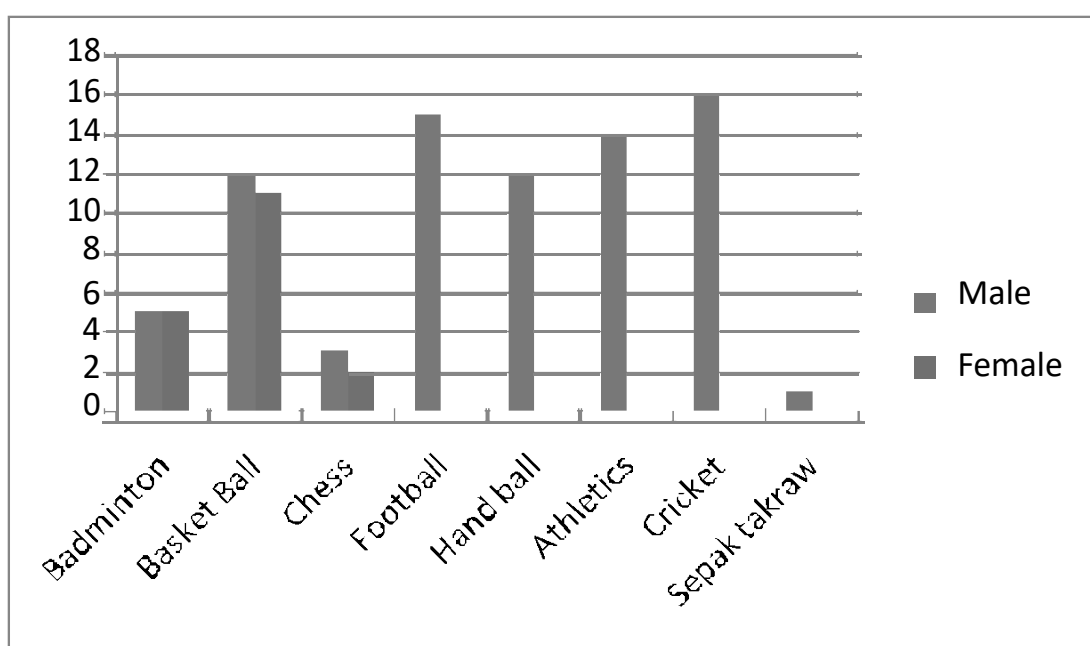
2.1.6 Student's Participation in Sports :

There are Eight type of games in the college where students participate in various inter-college and state level competition. Out of which, five games such as football, handball, athletics cricket, sepak takraw are only played by boys. Girls only have their 46% participation in the games like badminton, basketball and chess in comparison to boys participation. Over all, boys participation in sports is 81% and girl's participation is 19%.

Table - 13
Participation in Sports

Sl. No.	Type of Events	Total Participants	Total Male	Per-centage	Total Female	Per-centage
1	Badminton	10	05	50	05	50
2	Basket Ball	23	12	52	11	48
3	Chess	05	03	60	02	40
4	Football	12	12	100	Nil	-
5	Handball	12	12	100	Nil	-
6	Athletics	14	14	100	Nil	-
7	Cricket	16	16	100	Nil	-
8	Sepak Takraw	01	01	100	Nil	-
Total		96	78	81%	18	19%

Fig. 5 : Students' Participation in Sports



2.1.7 Achievements in co-scholastic activities :

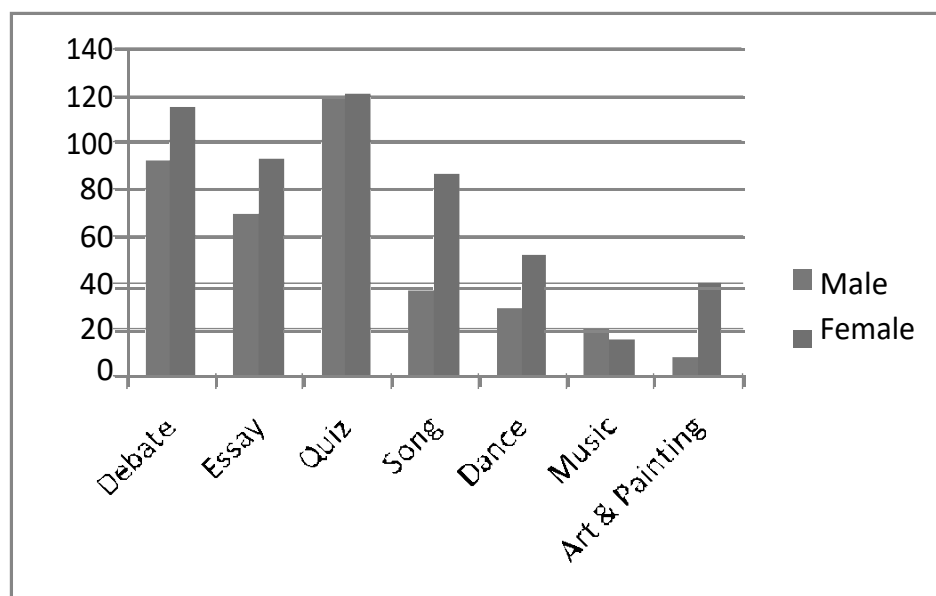
In co-scholastic activities such as debate, essay, quiz, song, dance, music, Art & painting, girls have out numbered boys. Out of 898 significant achievers from all batches of students, girls comprise 58% and Boys comprise 42% of the total.

Table - 14

Significant achievements in Co-scholastics activities (2017-18)

Sl.	Type of Events	Male	Female
1	Debate	92	115
2	Essay	70	93
3	Quiz	119	121
4	Song	37	86
5	Dance	29	52
6	Music	20	16
7	Art & Painting	8	40
	Total (898)	375(42%)	523(58%)

Fig. 6 : Achievement in Co-scholastic Activities



Impression :

In the admission process of 2018-19 academic year, more no. of girls have enrolled their name in comparison to boys, but they are mostly admitted in arts stream. In science stream, though total no. of girls' enrolment is little higher but they are mostly admitted in biological science subjects such as Botany, Zoology

and Bio-Technology. But, Girl's enrolment from SC/ST &PH categories is very less in comparison to boys. Girls students representation is more from rural area than that of boys.

In various sphere of academic and co-scholarstic activities girl students have outnumbered boys with a visible difference. But girls participation in sports and extension activities is very discouraging. In case of scholarship the percentage of boys is more (59%) than that of girls (41%). Though girls have outnumbered boys in academic aspect this type of deviation has observed because of economic criteria. The scholarships like prerana is awarded on the basis of the financial condition of students. Though Girls are academically better but they may belong to higher economic strata than that of boys. The same criteria is also applicable in case of e-medhabruti. This again shows a sterotypical picture of gender society.

2.2 Gender Status of Teaching Faculty :

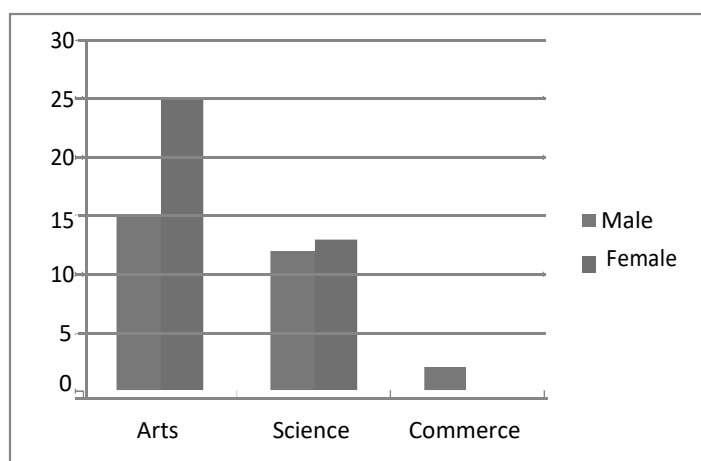
2.2.1 Faculty position -

Out of total 67 no. of regular staff 43% are male teacher and 57% are female teacher. In Arts stream, Female teachers comprise 63% followed by 52% in science stream whereas in commerce stream there is not a single female teacher.

Table - 15
Faculty Representation in Academic Streams

Sl. No.	Stream	Total	Total Male	Per-centage	Total Female	Per-centage
1	Arts	40	15	38	25	63
2	Science	25	12	48	13	52
3	Commerce	2	2	100	00	00
	Total	67	29	43	38	57

Fig. 7 : Faculty Representation in Academic Stream



2.2.2 Faculty Position in various Grades :

There is no one in professor post. There are 53% female teacher as associate professor and 59% as Assistant Professor in comparison to male teacher in their respective grade position.

Out of Total 67 regular staffs 54 no. of staffs are Ph.D. holder. Out of which 59% are female teacher and 41% are male teacher.

Table - 16
Grade Position

Sl. No.	Grade	Total	Total Male	Per-centage	Total Female	Per-centage
1	Professor	Nil				
2	Associate Professor	45	21	47	24	53
3	Assistant Professor	22	09	41	13	59

Table - 17
Ph.D holders (upto 2018)

Year	Total	Total Male	Per-centage	Total Female	Per-centage
Upto 2018	54	22	41	32	59

2.2.3 Participation in various career oriented Programmes :

Participation of female teacher in seminar and conferences is 57% in comparison to male teachers' participation of 43% but the participation of male teacher as resource person in seminar/conference, extra mural lecture and as member of board of studies comprise 57% in comparison to 43% of female teacher's participation.

Table - 18
**Participation in Seminar/Conferences/Resource Persons/
Board of Studies**

Activities	Total	Total Male	Per- centage	Total Female	Per- centage
Seminar	104	45	43	59	57
Extra Mural Lecture	56	34	61	22	39
Resource Person in Seminar/Conferences	76	46	61	30	39
Member/Chair Person of Studies	80	41	51	39	49
Total	212	121	57%	91	43%

Impression : Though female teachers are more in number but they are mostly confined in the arts stream. Similarly grade position and Ph.D. qualifications is found more among female teacher. Though participation of female teacher in seminar activities is more but their qualitative representation as resource person in various academic & career oriented programme is less in comparison to male teacher.

2.3 Gender Status of Non-Teaching Faculty :

This aspect deal with gender dimension of non-teaching faculty with respect to their, category and educational status.

2.3.1 Categorical representation of Non-teaching faculty.

Out of total number of regular non-teaching employee, there are 79% male and 21% female. From among non-teaching daily wages worker, 80% are male and 20% are female.

Table - 19
Categorical Representation of Non-teaching Faculty

Category	Total	Total Male	Per- centage	Total Female	Per- centage
Regular	68	54	79	14	21
Daily Wage Worker	20	16	80	4	20

2.3.2 Educational qualification of Non-Teaching Faculty:

From among class-3 employees, 48% male and 14% female are post-graduate; 17% male and 7% female are graduate and rest 14% male are matriculate. Among class-4 employees, 77% male are matriculate and 4% male are Post-graduate. But in case of class-4 female employees all are matriculate with 19% participation from total.

Table - 20
Educational Qualification of Non-Teaching Faculty

Category	Matriculate				Graduate				Post Graduate				Total
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	
Class-3	06	14	Nil	Nil	07	17	03	7	20	48	06	14	42
Class-4	20	77	05	19	Nil	Nil	Nil	Nil	01	4	Nil	Nil	26
Total	26		05		07		03		21		06		68
Total male - 54 (79%)													
Total Female -14 (21%)													

Impression :

On class - 3 and class - 4 non-teaching faculty, Total No. male employees are visibly more than total no of female employees. Educational qualification of male employees are also much better than female employees.

2.4 Gender Analysis of Institutional Policy and Provision :

This aspect deals with policy perspective of institution in relation to gender.

2.4.1 Gender representation in the internal core committee of the Institution

There are 28 core committees like Academic Council, Executive Committee, Finance Committee etc., Where male participants comprise 59% in comparison to female participants of 41%.

Table - 21
Representation in Core Committee

Sl. No.	Name of Committees	Total	Total Male	Per-centage	Total Female	Per-centage
1	Academic	38	23	61	15	39
2	Executive Committee	08	07	88	01	12
3	Finance Committee	03	02	67	01	33
4	Admission Committee	07	04	57	03	43
5	Alumni Committee	02	01	50	01	50
6	Award Committee	03	01	33	02	67
7	Anti Ragging Cell	03	03	100	-	-
8	Building Maintenance Committee	07	06	86	01	14
9	Canteen Committee	04	01	25	03	75
10	Cycle stand committee	04	04	100	-	-
11	Development Committee	06	05	83	01	17
12	Discipline Committee	11	08	73	03	27
13	Ethics Committee	04	02	50	02	50
14	Equal Opportunity Cell	03	02	67	01	33
15	Furniture Committee	04	01	25	03	75
16	Grievance Cell	02	Nil	-	02	100
17	Internal Complaint Committee	06	01	17	05	83
18	IQAC (Internal Quality Assurance Cell)	22	16	73	06	27
19	Library Committee	05	02	40	03	60
20	Proctorial Committee	04	01	25	03	75
21	Purchase Committee	05	04	80	01	20
22	Residential Committee	08	06	75	02	25
23	Scholarship Committee	07	04	57	03	43
24	Security Committee	05	03	40	02	60

25	Students Welfare Committee	05	Nil	Nil	05	100
26	Syllabus Committee	05	02	t0	02	50
27	Women's Welfare Cell	05	Nil	Nil	05	100
28	IDP Cell	02	01	50	01	50
	Total	186	110	59%	76	41%

While looking into the formal authoritarian structure of the institution, it is found that 70% of the major responsibilities in heading an important cell or work is managed by male teacher and only 30% of the important work assignments are given to female teacher, though the total number female teacher outnumber male teacher in total. This again reflects the stereo typed gender representation in the internal decision making body of the institution.

Table-22

Headship in Important Official Responsibilities (Decision Making)

SI. No.	Official responsibility	Male Headship	Female Headship
1	Academic Bursar	୯୫	
2	Accounts Bursar	୯୫	
3	Administrative Bursar	୯୫	
4	Calendar Chief Editor	୯୫	
5	OIC Career Counseling Cell		୯୫
6	OIC, Admission		୯୫
7	Controller of examination	୯୫	
8	Coordinator IDP	୯୫	
9	Day scholar association		୯୫
10	Drama society		୯୫
11	Students Counseling Cell		୯୫
12	Self-Financing Course Chief Coordinator	୯୫	
13	Examination OIC		୯୫
14	Exam outside institution	୯୫	
15	Extra mural lecture	୯୫	
16	OIC Guest Faculty	୯୫	

17	Inter College literary and culture competition	✓	
18	Language laboratory OIC	✓	
19	Laptop distribution OIC	✓	
20	Legal Bursar	✓	
21	Magazine Chief editor	✓	
22	NAAC & UGC Coordinator	✓	
23	Placement Cell Coordinator	✓	
24	RUSA Coordinator	✓	
25	Self Defense training coordinator	✓	
26	Seminar & symposia coordinator	✓	
27	Social service guild coordinator		✓
28	Time table OIC		✓
29	Website of the College OIC	✓	
30	Coordinator, IQAC		✓
Total		21 (70%)	09 (30%)

In last five year, there were not a single lady principal of the college. But the number of lady vice-Principal was more in comparism to male vice-principal.

Table- 23
Representation of Authorities Since last 5 years

Year	Principal (Male/Female)	Vice-Principal (Male/Female)
2014-15	M	-
2015-16	M	F
2016-17	M	F
2017-18	M	F
2018-19	M	M
Total	Male-5 Female - NIL	Male- 1 Female - 3

2.4.2 Gender sensitive programmes since last five year

In last five year, 26 number of seminar was conducted at state/national/international levels on gender issues. In various departments 143 seminars were conducted and 64 no. of competitions were organised in essay, debate & art. At the institutional level, 24 extra-mural-lecturer were conducted to sensitize students on gender issues.

Table- 24

Gender Sensitive Programme Since last 5 years (College/Department)

Year	Seminar				Extra Mural Lecture	Competition			Remark
	State	National	Institutional	International		Essay	Debate	Art	
2014-15	4	1	36		4	5	7	3	
2015-16	4	4	48		5	9	6	2	
2016-17	3	2	33	1	2	5	6	1	
2017-18	2	-	10		6	4	6	2	
2018-19	3	2	16		7	3	5	-	
Total	16	09	143	01	24	26	30	08	

2.4.3 Gender in Academics

In literature subjects books referred by students are basically authored by male writers comprising 88% and female writers with 12% of the total.

Table- 25

Authorship in Language and Literature

Sl. No.	Subject	Male Writer	Female Writer
1	English	5	3
2	Odia	6	4
3	Hindi	6	3
4	Sanskrit	72	02
	Total	89	12

Three departments, Sociology, Political Science and B.Ed. have a special paper on gender. Other social science departments excluding language departments too cover gender concepts in one or two units of their syllabus in core papers.

Table- 26**Inclusion of Gender concept in prescribed syllabus (Social Sciences)**

Sl. No.	Subject	Name of the paper	Name of the unit	Name of the concept
1	Anthropology	CORE- 14 DSE-II	UNIT-I UNIT-II	1. Role and status of women in both Tribal and contemporary society
2	Economics	CORE- 14 CORE-11	UNIT-I UNIT-II	1. Gender bias and its outcome 2. Gender inequality index
3	Education	CORE-14	UNIT-IV	1. Gender issues in Indian Education
4	Geography	CORE-8	UNIT-III & IV	1. Population Dynamics. 2. Population composition and Characteristics.
5	History	CORE-3 CORE-13 CORE-14	UNIT-I UNIT-I UNIT-IV	1. Social stratification(Gender). 2. Emancipation of women. 3. Gender ideologies of empire.
6	Political Science	CORE-1 CORE-7 DSE-III (Entire Paper)	UNIT-III UNIT-IV ALL UNIT	1. Feminism 2. Feminist perspective in international relation. 3. Women power and politics.
7	Philosophy	CORE-13	UNIT-II	1. Feminism.
8	Psychology	CORE-6 DSE- 2 DSE-3	UNIT-III UNIT-IV & V UNIT-V	1. Prejudice and Stereotypes. 2. Social Integration and Violence 3. Psychology of Gender.
9	Sociology	CORE-6 (Entire Paper) CORE-8	ALL UNIT UNIT-V	1. Gender and Society. 2. Impact of Globalization in women.
10	B.Ed.	PAPER-7 (B)	ALL UNIT	1. Gender School and Society
11	MSW	PAPER - XIV PAPER - XVII PAPER-XVIII	UNIT-II & IV UNIT-I UNIT-I, II & IV	1. Human Rights and women. 2. Human Rights in social work practice. 3. Health of adolescent girl. 4. Problem of women in Indian context. 5. Women development and social work.

2.4.4 Maternity Leave Provision:

It is only applicable for regular employees in teaching and non-teaching profession. Lady contractuales and guest faculties have not received any benefit from maternity leave provision.

Table- 27
Availing Maternity Leave Provision

Type	Access to maternity leave (Yes/No)	Cases of those who are denied maternity leave provision
Regular	YES	
Contractual	NO	DATA NOT AVAILABLE
Guest faculty	NO	DATA NOT AVAILABLE

2.4.5 Sexual Harassment Cell -

There is no cell with this name in the college. Sexual harassment cases are supposed to be solved by the member of internal complaint committee of six member. Out of which only one member is a male teacher and rest are female teacher of the college.

Table- 28
Members Internal Complaint Committee

Sl. No.	Name	Position	Organization
1	Dr. Arundhati Mishra	Coordinator	BJB Autonomous College
2	Dr. K.Ch Behera	Member	BJB Autonomous College
3	Dr. Madhumit Mohapatra	Member	BJB Autonomous College
4	Dr. Kasturi Panda	Member	BJB Autonomous College
5	Dr. Madhubrata Satapathy	Member	BJB Autonomous College
6.	Dr. Pranati Das	Member	BJB Autonomous College

In last five years, only 3 cases of sexual harassment we brought to the notice of the members of Internal complaint Committee.

Table- 29
Sexual harassment cases during last 5 years

Sl. No.	Year	Case reported if any
1	2014-15	NIL
2	2015-16	01
3	2016-17	NIL
4	2017-17	02
5	2018-19	NIL
	Total	03

2.4.6 Boys and Girl's Hostel Provision :

There are two ladies hostels with 327 capacity and two boys hostel with 180 capacity right now (General boys hostel is to be in existence. It is to be rebuilt with multi-storied structure. Hence no admission is given to boys for this academic year of 2018-19)

Table- 30 (A)
Present status of the Girls Hostel

Sl. No.	Name of the Hostel	Number of Boarders	Number of seats	Number of applicants
1	Ladies Hostel	38	27	DATA NOT AVAILABLE
2	New Ladies Hostel	296	300	DATA NOT AVAILABLE

Table- 30 (B)
Present status of the Boys Hostel

Sl. No.	Name of the Hostel	Number of Boarders	Number of seats	Number of applicants
1	Dr. B.R. Ambedkar	180	180	250
2	General Hostel	NA	NA	NA

2.4.7 Toilet Provision :

There are adequate number of toilets for boys, girls and PWD students separately in old arts block, administrative block and new arts block. Total no. of toilets for boys is 6 for girls 6 for PWD 2.

But unfortunately, there is not a single ladies toilets in the college. Some departments have their own provision for common toilet. But no separate ladies toilet has been constituted so far for the use of women faculties and other women on visit to college.

Table- 31
Toilet Provision

Sl. No.	Category	Number
1	Toilet for Boys	6
2	Toilet for Girls	6
3	Ladies Toilet facility for Ladies Staff	Nil
4	Common Toilet facility for staff	14
5	Toilet for PWD Girls	1
6	Toilet for PWD Boys	1

2.4.8 Girls and Boys' Common Room -

There are two Girls' common rooms but there is not a single Boys' common room in the college.

2.4.9 Sanitary Vending Machine -

There are two vending machines working in two girls common rooms in old Arts block and Administrative block.

Impression : As per the findings more number teacher are female with 57% of the total strength but their participations in decision making bodies is less with 41%. For Gender awareness in academic and co-curricular programmes, the concept 'gender' is being taught in academic papers of humanities stream. Extra mural lecturers, seminars are frequently organised on gender theme at departmental and institutional levels.

Regarding institutional Policy and Provisions lots of thing yet to be done. Particularly, sexual Harassment cell as per the sexual Harassment of women at workplace (Prevention Prohibition and Redressal) Act, 2013, is to be organised and at least one ladies toilet in every part of the college building to be constructed.

CHAPTER - III

FINDINGS AND

RECOMMENDATIONS

3.0 Major Findings

3.1 Gender Analysis of Students

Gender Analysis of students comprise students representation in different streams, academic achievement of students, participation in co-scholastic activities and leadership quality.

- 3.1.1 In the current academic session 2018-19. More number of girls(61%) have enrolled their name in comparison to boys (39%) but mostly admitted in Arts stream.
- 3.1.2 Gender disparity is observed in the case of commerce stream i.e. more number of boys (54%) are enrolled in commerce than that of girls (44%).
- 3.1.3 In Science stream though total number of girls enrolment is a little higher yet they are mostly admitted in soft science stream like Botany, Bio-Tech, Zoology and Comp. Science.
- 3.1.4 Regarding social category Girls' enrolment in SC/ST and PH category is very less in comparison to boys.
- 3.1.5 Out of total number of students representation from rural area. representation of girls (54%) is more than that of boys.
- 3.1.6 In various spheres of academic and co-scholastic activities girls students have outnumbered boys with a visible difference. But girls participation in sports is very discouraging.

3.2 Gender Analysis of Teaching Faculty

Gender analysis of teaching faculty, comprises four dimension like faculty representation, Grade position and participation in Seminar/Conferences etc.

- 3.2.1 Out of total faculty, females (57%) outnumber the males (43%). Mostly female teachers confined to Arts stream.
- 3.2.2 Similarly Grade position and Ph.D. qualification is found more among female teachers (59%) than male (41%).
- 3.2.3 Though Participation of female teachers in seminar activities is more (57%) yet their qualitative representation as resource persons in various academic and career oriented programme is less (43%) in comparison to male teachers (57%).

3.3 : Gender Analysis of Non-Teaching Faculty.

Gender analysis of non-teaching faculty comprises category of non-teaching faculty and their educational qualification.

- 3.3.1 In both class three and class four non-teaching faculty total number of male employees (79%) are more than that of female (21%). Educational qualification of male employees are much better than that of female.

3.4 Gender Analysis of Institutional Policy and Provision.

It reflects the policy decision of the institution in selecting faculty members in core committee. Headship in important official responsibility and Gender sensitive programme etc.

- 3.4.1 As per the findings more number of teachers are female (57%) of the total strength but their participation in decision making is less (41%) than that of male (59%).
- 3.4.2 Gender sensitive programmes like seminar, extra mural lectures and various competitions are organized during last five years but their number is not eye-catching.
- 3.4.3 Regarding authorship in language and literature the number of male writers dominate than that of female writers.
- 3.4.4 In order to make gender awareness in academic and co-curricular programme the concept of gender is being taught in academic paper of humanities in all the discipline.
- 3.4.5 Maternity leave provision is available for regular faculty and no clear cut information relating to provision of maternity leave for Contractual/Guest faculty is available.
- 3.4.6 There is a cell called Internal Complaint Committee to address compliance to sexual harassment of women at workplace. A lot of rethinking as required on the functioning of the cell. During the last five years only three cases are reported by the cell.
- 3.4.7 There are two Ladies Hostels and one Boys Hostel (For SC/ST) operating in the institution for providing accomodation to students. There is no Boys' hostel for general category boys.
- 3.4.8 Though Toilet Provisions for boys, girls' and person with disability is there yet no separate ladies toilet for faculty members.

3.5 Suggested Recommendations:

On the basis of the findings of gender audit, the following recommendations are suggested by IQAC, B.J.B. (Autonomous) College, Bhubaneswar.

- 3.5.1 There is a huge gap in relation to representation of girl students to this academic institution under categories of SC, ST and PH. Hence necessary steps may be taken to encourage girls under these disadvantaged categories to go for higher education.
- 3.5.2 Compared to boys, participation of girls in sports events is not very encouraging. Special incentives may be given to Girl students for their participation in sports. Govt may allocate special scholarship to Girl students for their participation in sports.
- 3.5.3 Also, boys are in need of separate common room with toilet facilities as they do not have one. Loitering here and there during off hours (Not having classes) lead to many unwanted incidents on the college premises. This may be among many reasons which needs to be sorted out soon.
- 3.5.4 Separate sanitary facilities like toilets and washrooms exclusively for female teachers may be provided on urgent basis as whatever facility available is jointly for male and female teachers.
- 3.5.5 Though a good number of female teachers bear heavier responsibilities and are in important activities of the college, more and more number of female teachers should represent in different core committees as members to contribute constructively for the growth and development of the institution.
- 3.5.6 Regarding institutional policies and provisions, a lot needs to be improved. Emphasis may be put on complete activation of sexual harrassment cell and greivance cell to sort out any issue related to harrassment, abuse or conflict of girl students immediately.
- 3.5.7 Gender studies as a separate branch of social science may be introduced in the institution soon to know more and more about gender issues and in finding out remedies.
- 3.5.8 All subjects in Arts stream should have at least one paper (with four units) in their course curriculum on gender studies to address gender related issues in some way.
- 3.5.9 Most importantly, faculties of the institution should be encouraged to organize at least two to three national/international level seminars/symposiums in a year exclusively on gender issues to develop awarness,

to understand the issue and be part of the solution. Provision should be made for special funding by the institution to avoid financial constraints. Teachers and students should take active part in such seminars both at State level and at National level for better understanding and to tackle the issue more effectively.

3.6 Conclusion:

Gender audit is one of the most important efforts to tackle the issue of gender asymmetry that hinders the process of development. No doubt, there have been some improvements, mostly due to spread of education and awareness among women. However a lot still remains to be done for status elevation of women in different spheres of life. It seems the ground realities are different from what we perceive about gender in our society. May be, employment and education are not uniform across all sections of our society.

This gender audit work is a modest attempt to know many of our biases against women and to go deep into the real life situations of many girls who are coming for education, but are facing too many biases and obstructions on their way. Instead of dwelling upon past events, here the aim is to create permanent solution to this age old problem keeping all girls in mind coming for education.

A small part of the whole comes out when it is investigated and audited. Our present work holds true to this in the present context.

ANNEXURE-I

FORMAT FOR GENDER AUDIT

Gender Status of Students

1. Students Enrolment:

Course	Total Students	Total Male	Per-centage	Total Female	Per-centage
Regular					
Self Financing					

2. Regular Stream:

Sl.No.	Stream	Male	%	Female	%
1.	Arts				
2.	Science				
3.	Commerce				

3. Science Stream:

Sl. No.	Subject	Total	Male	%	Female	%
1	Botany					
2	Chemistry					
3	Mathematics					
4	Physics					
5	Statistics					
6	Zoology					
7	Bio-Technology					
8	Computer Science					

4. Representation in different extension activities:

Sl. No.	Categories	Total	Male	%	Female	%
1	NSS					
2	NCC (Army Wing)					
3	NCC (Air Wing)					
4	YRC					

5. Social Categories

Sl. No.	Categories	Regular					Self-Financing				
		Total	Total Male	%	Total Female	%	Total	Total Male	%	Total female	%
1	SC										
2	ST										
3	OBC/SEBC										
5	Minority										
6	PH										

6. Students outside the state : N/A

Year	Total	Total Male	%	Total Female	%
Regular					
Self-Financing					

7. Students from rural Areas:

Residence and Schooling in Rural Area	Total	Total Male	%	Total Female	%

8. Number of Laptop Received:

Year	Total	Total Male	%	Total Female	%
2016-17					
2017-18					
2018-19					

9. Subject topper (2017-18 academic session)

Sl. No.	Subject	Topper	
		Male	Female
1	Anthropology		
2	Economics		
3	Education		
4	English		
5	Geography		
6	Music		
7	Hindi		
8	History		
9	Odia		
10	Philosophy		
11	Political Science		
12	Psychology		
13	Sanskrit		
14	Sociology		
15	Biotech		
16	Botany		
17	Chemistry		
18	Computer Science		
19	Mathematics		
20	Physics		
21	Statistics		
22	Zoology		
23	Commerce		
24	B.Ed.		
25	MSW		
Total			

10. Best Graduate (2013 - 2018)

Year	Arts		Science		Commerce	
	Male	Female	Male	Female	Male	Female
2013-14						
2014-15						
2015-16						
2016-17						
2017-18						
Total						

11. Students' Union (2015-16)

Year	Total	Total Male	%	Total Female	%
2015-16					

12. Students representation in different seminar :

Sl. No.	Name of the Department	Seminar secretary		Asst. Seminar secretary	
		Male	Female	Male	Female
1	Anthropology				
2	Economics				
3	Education				
4	English				
5	Geography				
6	History				
7	Hindi				
8	Indian Music				
9	Mathematics				
10	Odia				
11	Political Science				
12	Philosophy				
13	Psychology				
14	Sanskrit				
15	Sociology				
16	Statistics				
17	Botany				
18	Chemistry				
19	Physics				
20	Zoology				
21	Bio-Technology				
22	Computer Science				
23	Bio-Informatics				
24	MAJMC				
25	MSW				
26	Commerce				
Total					

13. Scholarship (Holders) :

Sl. No.	Type of Scholarship	Total	Total Male	%	Total Female	%
1	Prerana					
2	E-Medhabruti					
3	Banishree (PWD)					
4	Fakir Mohan Senapati					

14. Participation in Sports :

Sl. No.	Type of Events	Total participants	Total Male	%	Total Female	%
1	Badminton					
2	Basket Ball					
3	Chess					
4	Football					
5	Hand ball					
6	Athletics					
7	Cricket					
8	Sepak takraw					

15. Significant achievements in Co-scholastics activities (2017-18)

Sl. No.	Type of Events	Male	Female
1	Debate		
2	Essay		
3	Quiz		
4	Song		
5	Dance		
6	Music		
7	Art & Painting		
Total			

Gender Status of teaching faculty

16. Faculty representation

Year	Total	Total Male	%	Total Female	%

17. Representation in academic streams

Sl. No.	Stream	Total	Total Male	%	Total Female	%
1	Arts					
2	Science					
3	Commerce					

18. Grade Position

Sl. No.	Grade	Total	Total Male	%	Total Female	%
1	Professor					
2	Associate Professor					
3	Assistant Professor					

19. Ph.D holders (upto 2018)

Year	Total	Total Male	%	Total Female	%
Upto 2018					

20. Participation in seminar/conferences/resource persons/Board of studies

Activities	Total	Total Male	%	Total Female	%
Seminar					
Extra mural lecture					
Resource person in seminar/conferences					
Member/chair person of board of studies					

Gender status of Non-teaching faculty

21. Non-teaching faculty

Year	Total	Total Male	%	Total Female	%
2018					

22. Type of non-teaching faculty (DWW)

Sl. No.	Category	Total	Total Male	%	Total Female	%
1	Highly Skilled					
2	Skilled					
3	Semi Skilled					
4	Unskilled					

23. Educational qualification

Male								Female					
Total	Upto Matriculation	%	Matriculation to Graduation	%	Graduation and above	%	Total	Upto Matriculation	%	Matriculation to Graduation	%	Gr ion a	

Gender Status/Policy/Provisions

24. Representation in core committee:

Sl. No.	Name of Committees	Total	Male	%	Female	%
1	Academic Council					
2	Executive Committee					
3	Finance Committee					
4	Admission Committee					
5	Alumni Committee					
6	Award Committee					
7	Anti Ragging Cell					
8	Building Maintenance Committee					
9	Canteen committee					
10	Cycle stand committee					
11	Development Committee					
12	Discipline Committee					
13	Ethics Committee					
14	Equal Opportunity Cell					
15	Furniture Committee					
16	Grievance Cell					
17	Internal Complaint Committee					
18	IQAC (Internal Quality Assurance Cell)					
19	Library Committee					
20	Proctorial Committee					
21	Purchase Committee					
22	Residential Committee					
23	Scholarship Committee					
24	Security Committee					
25	Students Welfare Committee					
26	Syllabus Committee					
27	Women's Welfare Cell					

25. Headship in important official Responsibilities (Decision Making)

Sl. No.	Official responsibility	Male headship	Female headship
1	Academic Bursar		
2	Accounts Bursar		
3	Administrative Bursar		
4	Calendar Chief Editor		
5	OIC Career Counseling Cell		
6	OIC, Admission		
7	Controller of examination		
8	Coordinator IDP		
9	Day scholar association		
10	Drama society		
11	Students Counseling Cell		
12	Self-Financing Course Chief Coordinator		
13	Examination OIC		
14	Exam outside institution		
15	Extra mural lecture		
16	OIC Guest Faculty		
17	Inter College literary and culture competition		
18	Language laboratory OIC		
19	Laptop distribution OIC		
20	Legal Bursar		
21	Magazine Chief editor		
22	NAAC & UGC Coordinator		
23	Placement Cell Coordinator		
24	RUSA Coordinator		
25	Self Defense training coordinator		
26	Seminar & symposia coordinator		
27	Social service guild coordinator		
28	Time table OIC		
29	Website of the College OIC		
Total			

26. Representation of authorities since last 5 years

Year	Principal (Male/Female)	Vice-Principal (Male/Female)
2014-15		
2015-16		
2016-17		
2017-18		
2018-19		
Total	Male- Female -	Male- Female –

27. Gender sensitive programme since last 5 year (College/Department)

4.3

r	Seminar				Extra Mural Lecture	Competition			Remark
	State	National	Instituti onal	Internatio nal		Essay	Debate	Art	
15									
16									
17									
18									
19									

28. Authorship in Language and literature

Sl. No.	Subject	Male writer	Female writer
1	English		
2	Odia		
3	Hindi		
4	Sanskrit		
Total			

29. Inclusion Gender concept in prescribed syllabus (Social Sciences)

No.	Subject	Name of the paper	Name of the unit	Name of the concept
1	Anthropology			
2	Economics			
3	Education			
4	Geography			
5	History			
6	Political Science			
7	Philosophy			
8	Psychology			
9	Sociology			
10	B.Ed.			
11	MSW			

30. Availing maternity leave provision

Type	Access to maternity leave (Yes/No)	Cases of those who are denied maternity leave provision
Regular		
Contractual		
Guest faculty		
None of these		

31. Members in Internal Complaint Committee

Sl. No.	Name	Position	Organization
1			
2			
3			
4			
5			
6			

32. Sexual harassment cases during last 5 years

Sl. No.	Year	Case reported if any
1	2014-15	
2	2015-16	
3	2016-17	
4	2017-18	
5	2018-19	
Total		

33(A). Present status of the Girls Hostel

Sl. No.	Name of the Hostel	Number of Boarders	Number of seats	Number of applicants
1	Ladies Hostel			
2	New Ladies Hostel			

33(B). Present status of the Boys Hostel

Sl. No.	Name of the Hostel	Number of Boarders	Number of seats	Number of applicants
1	Dr. B.R. Ambedkar Hostel			
2	General Hostel			

34. Toilet Provision

Sl. No.	Category	Number
1	Toilet for Boys	2
2	Toilet for Girls	6
3	Ladies Toilet facility for Ladies Staff	Nil
4	Common Toilet facility	14
5	Toilet for PWD Girls	1
6	Toilet for PWD Boys	1

ANNEXURE-II
LIST OF TEAM MEMBERS



OFFICE OF THE PRINCIPAL, B.J.B. AUTONOMOUS COLLEGE, BHUBANESWAR

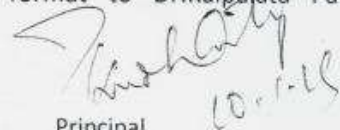
No. 87 Dt. 10.01.19

NOTICE

As per the discussions held in the IQAC meeting on 09.11.2018, gender audit will be done in the college as an innovative practice under the supervision of a committee comprising of following members.

- ✓ 1. Co-ordinator of Gender Audit committee : Dr.Kalpalata Patri, Associate Professor of Education.
2. Member : Dr.Itishree Padhi, Associate Professor of Anthropology
3. Member : Dr.Bibhabari Bal, Assistant Professor of Sociology

Therefore, all the HODs of Regular and Self-Financing Courses and other officers concerned are requested to furnish necessary information in the prescribed format to Dr.Kalpalata Patri, Co-ordinator, IQAC for the said purpose by 30th January- 2019.



10.1.19

Principal,

B.J.B. Autonomous College, Bhubaneswar

Memo No. 88 Dt. 10.01.19

Copy to Persons Concerned/all the HODs of Regular and S.F. Courses/Vice-Principal/Academic Bursar/Accounts Bursar/Programme Officer NSS/OIC, NCC/OIC, YRC/Controller of Examinations/OIC, Scholarships/OIC, Sports/Co-ordinator, Internal Complaint Committee/Advisor, Students Union/Superintendents of Hostels/Co-ordinator, IQAC/Principal's Guard File/Head Clerk for information and necessary action.


10.1.19

Principal,
B.J.B. Autonomous College, Bhubaneswar

