



**KHAIRA COLLEGE, KHAIRA  
BALASORE**

**GENDER AUDIT  
REPORT**

**2022-23**

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## **Introduction**

Khaira College, Khaira owes its inception on 16<sup>th</sup> August 1980 to the endeavour of the people in and around Khaira for the fulfillment of their dream of having a temple of higher learning. The College was founded as a co-educational institution at its very inception. It promotes an all-round development of its students by inclusion of humanistic values and respect for each other's culture as a way of life; by promoting the importance of knowledge, and making students visionaries to excel in any profession; and by providing students the widest opportunities to develop their potential to the fullest. Located in a rural and tribal region, Khaira College has witnessed an increase in the enrollment of the female students.

The College is affiliated to Fakir Mohan University, and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also accredited by the National Accreditation and Assessment Council (NAAC), Bangalore. The College offers full-fledged three years degree courses namely B.A. (English, Odia, Economics, History, Political Science, Education, Sanskrit, B.Sc. (Physics, Chemistry, Botany, Zoology, Mathematics) and B.Com.. The main objective of the institute is to educate the rural, economically poor peoples.

## **TERMINOLOGIES**

**Gender** is used to describe those characteristics of women and men. Gender characteristics are socially constructed, while sex refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men.

**Gender equality** is the nonexistence of discrimination on the basis of a person's sex in opportunities particularly in the allocation of resources and benefits or in access to services.

**Gender equity** refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power. Therefore these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

**The Gender Audit** is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The college always concentrates on students' qualitative performance along with their overall personality development.



Observing the gender equality, the girls are provided with various facilities and special attentions.

### **Objectives of the Gender Audit**

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell.
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To examine the policies of the college, rules / actions toward the needs and interests of both males and females.
- To take active steps to establish good gender balance in all areas of the college activities.

### **GENDER SENSITIZATION PROGRAMMES:**

Khaira College has consistently facilitated increased enrolment of women students to its several academic

programmes. Gender sensitive features are carefully observed in the college by forming various committees like Discipline committee, Students Grievance Committee, Anti-ragging committee, Internal Complaints committee, Women Empowerment Committee. Adequate facilities are provided to the girls.

#### **ANTI-RAGGING COMMITTEE:**

Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the bane of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee.

#### **Objectives of Committee:**

- To bring out an awareness among the students about the consequences of ragging.
- To keep a constant eye and vigilance over ragging so as to prevent its occurrence.
- To address any ragging issues immediately and taken action as advised by the committee.

#### **DISCIPLINE COMMITTEE:**

The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee.



The committee mainly focuses on:

- To inculcate discipline among students by creating a safe, secure and encouraging environment in the college.
- To have an optimistic approach in imparting discipline among students.
- To frame committee and policies to maintain discipline in the college premises.
- Taking disciplinary action against any of the misbehavior.
- To ensure quiet and peaceful academic atmosphere in the campus.
- To ensure all the students wear ID Cards while they are entering the campus.
- To maintain proper discipline in the student common room.

#### **INTERNAL COMPLAINT COMMITTEE:**

The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. These three key obligations were imposed on the college to meet that standard.

#### **Functions of the Committee**

- To develop a mechanism for registering complaints this should be safe, accessible, and sensitive.

- To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend disciplinary action or take immediate action against the harasser, if necessary.

### **WOMEN'S EMPOWERMENT CELL**

Women's Empowerment Cell of Khaira College is committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality. Human resource development and awareness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell.

#### Roles of the committee

- To organize Programmes and Activities for Women Empowerment.
- To encourage Girl Students and Female Staff Members to participate enthusiastically in various Programmes and Competitions.
- To sensitize the Student Community on Eve-teasing, Violence against Women, harassment etc.
- To develop the Self-Confidence of women in building their Self-Identity.



- To review safety and security measures for Female Employees and Girl Students at Campus.
- To promote a Culture of respect, equality and freedom for Female Gender.
- To instill the Entrepreneurial Attitude among the Girl Students.

### **FACILITIES FOR GIRL STUDENTS**

- **Safety and Security:** College campus is covered by CCTV and security guards are appointed.
- **Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Wash room provision has also been made for girls in the Ladies Room. It is equipped with “incinerator” (Sanitary Pad Disposal Bins).
- **Drinking Water:** Purified drinking water facility is available in the college for all.
- **Hostel & Mess:** Mess facility for Ladies Hostel Girl Students.
- **Gym/ Yoga:** The College has a GYM, Yoga centre and sports council for all students.

- **Day Care Centre:** To provide necessary supports to the young children of the College employees during the working hours a day care.
- **Girls Washroom:** Girls' washrooms are situated with ample water supply and proper maintenance.

### **SALIENT FEATURES**

It is found that Khaira College, Khaira attained gender balance in its system. Its strengths, weaknesses and Gender Sensitive Initiatives are as follows:

- Women Empowerment Cell aims to empower girl students and faculty, enhance their understanding of issues related to women and to make the college campus a safe place for girls and women.
- Internal Complaint Committee aims to provide safe environment in the college campus, and intolerance on gender ground is unacceptable.
- The Discipline Committee and Anti-ragging Committee keep eye on the discipline in the college campus.
- The college committees encourage the participation of all students in all aspects of college life.
- The college faculty members are encouraged to undertake training and professional development throughout their career.



## ACTIVITY

Sl. No.	Title of Activity	Source of Financial Support	Date	Duration
1-	International Women's Day	Khaira College	08.03.2023	1 Day
2-	Seminar on Gender Justice	Khaira College	21.04.23	1 Day

### **GENDER COMPONENT IN THE UG SYLLABUS:**

In order to sensitize both girls and boys, gender component is found its relevance in the syllabus of various UG courses. Efforts should be made to enhance the gender component in all the UG departments. Girls are encouraged to enhance their life skills and language skills.

### **STRATEGIES FOR THE IMPLEMENTATION OF POLICY:**

A committed and devoted planning and monitoring is highly essential in implementing Gender policy. Therefore long term as well as long term Action Plan will be created for the effective implementation of these policies. Committees would be formed to monitor the policy implementation. These would be endorsed to recommend the problems and challenges of implementing the various provisions of Gender Policy.

## **CONCLUSION:**

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. Khaira College is providing all the basic facilities required to girls and women faculty and women employees.

- Girl students outnumbered boys in the enrollment.
- Campus is well equipped security provisions.
- Entire campus is under CCTV Surveillance.
- All the buildings in the college campus have sufficient ladies toilets.
- The ladies hostel is well equipped with basic facilities.
- College is having functional day care centre for children.
- Girl students are adequately participating in the sports, NSS, NCC, YRC and cultural activities in the college.



## **SUGGESTIONS AND RECOMMENDATIONS:**

No doubt Khaira College is one of the favourable women friendly institutions'. It is striving hard to fulfill the basic facilities to girls. Even then there are some areas where the college should give more attention. If it fulfills these shortcomings, Khaira College will march ahead in gender justice and gender equality.

- In sex ratio women teachers and employees is minimum.
- Shortage of Ladies Rest room.

The College has always had a reputation for providing a safe and encouraging atmosphere for women's education. The College maintains its atmosphere of healthy interaction among boys and girls.



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