



GENDER AUDIT REPORT

2020-2021



**Veer Surendra Sai University of Technology
Burla, Sambalpur, Odisha**



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From the Desk of Chairperson, IQAC

Though we have marched into 21st century, still we find that female foeticides are killed and the ratio of girls in India is declining. This is a matter of worry and concern. So, we strive for the overall development of the students, to reach women account for one-half of the country's population, balanced sex ratio is desirable. Today India is progressing in all fields and has given opportunities to women to participate in all activities. We do find women taking part in different activities but this is just a smaller number of independent women on which we cannot bask our glory. Unfortunately, Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered.

The decline of females according to sex ratio is alarming that status of women and girls is undermined. This is matter of concern that University strives hard to face these challenges. We have given importance to various programmes and activities which will surely foster women empowerment in campus and off campus. Statistics show that women are playing an important role in the development of the country and in the progress of the society. Worldwide, most countries recognized that equal rights should exist between men, women and transgender. Many countries have declared regulations for avoiding discrimination among the sexes, regarding health, education, economic, political, social and



cultural rights. Our university maintains an effort to bridge the gaps between inequalities and sustain peace and harmony.

Preface

Our university recognizes the importance of Gender Audit for its overall development and taking different measures, as well as interventions if required. For the mainstream process to be effective, it necessitates to conduct Gender Audit in order to ascertain gaps and to come up with appropriate measures accordingly. Gender Audit is a process and a tool for identifying challenges to integrate gender indiscriminately in organization's system and operations.

Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programme's organizational structure and proceedings. Globalization has brought new challenges for the realization of the goals for women's equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more concerned and move ahead with new gender role definitions. It also documents good practices towards the achievement of gender equality. Gender Audit is in general an internal audit from gender perspective. Its ultimate goal is to achieve gender equality in the work place highest respect and love.

The audit process involved was collection of data, choosing the criteria's to be audited, analysing, evaluating, writing down the findings and sharing the results with the Vice-Chancellor for implementation of the recommendations as a team.



Introduction

About University

Veer Surendra Sai University of Technology (VSSUT), Odisha was formed by Odisha Act 9 of 2009 by converting University College of Engineering (UCE), Burla to a non-affiliating Unitary University and came into force by issue of notification by Government of Odisha from 1st day of July 2009 (vide Industries Deptt. Memo No. IV-TTI-33/2009-8553 and 8564 dtd 10.6.2009). This State Government University is recognized by University Grants Commission (UGC), New Delhi under Section 2(f) & 12(B) of UGC Act.

This University is named after Veer Surendra Sai, the great Indian freedom fighter who was born on 23rd January 1809 and sacrificed his life fighting against the British rule and died in Asiragarh jail on 28th February 1884. Veer Surendra Sai is a Perfect role model for our professional and young scholars dedicated for the cause of motherland. The University continues to feel proud for this real-life hero.

Situated at the foothill of world famous Hirakud dam, the early history of the University is a fascinating chapter in the growth of technical education in Odisha. Established on 12th August 1956 at Burla in the name of University College of Engineering (UCE), the first engineering college of the state was functioned as a constituted college of Utkal University, Bhubaneswar. The primary objective of establishing the Engineering University is to produce engineers who can manage Hirakud Dam.

The University occupies nearly 300 acres of prime land in Burla. Indeed, the contribution from the Irrigation Department of Odisha was the decisive element in determining the location of this University.

Burla is located at 21° 30'N 83° 52'E 21.5°N83°E. It has an average elevation of 173 metres (567 feet). The town lies at one end of Hirakud Dam which is located around 2km North-West of the town. The Jawahar Minar offers picturesque views of the dam, the lake and the surrounding of forest of



Barapahad (12 hills). At the other side of the dam is the township of Hirakud. Burla is piquant and truly University town as it hosts the Sambalpur University, the VSS Institute of Medical Sciences and Research (VIMSAR) and the Veer Surendra Sai University of Technology, Burla. It is the most ideal place for learning and to achieve one's privileged. dreams. Burla is well connected to Bhubaneswar, Raipur and Kolkata with roads and railways. Veer Surendra Sai Airport at Jharsuguda is 60km distance from VSSUT. Burla is only 10 km away from Sambalpur by road and railways. In 1956, UCE started with 20 students enrolling into 3 branches, namely Civil Engineering, Electrical Engineering and Mechanical Engineering. It was brought under administrative control of Sambalpur University in January 1967 and later under Biju Patnaik University of Technology (BPUT) by BPUT Act 2002 in July, 2002.

With a glorious history and strong academics staff, VSSUT is strongly identified with engineering education in India. Since its inception and foundation, VSSUT has constantly led the way in reform movements, taking pivotal roles in reconstruction, modernization and administration of the society. The University has a strong alumni base and most of them occupying coveted positions in many educational, industrial and research organization all over the world. The efforts and expertise of VSSUT graduates have been the major contribution in planning and construction of Odisha infrastructure.

VSSUT provides its students with modern educational facilities while retaining traditional values as well as using its strong industrial contents to mold young, talented individuals who can compete in the arena. The aim of VSSUT is to rank among leading University globally. Consequently, mission is to be competitive not only in India, but all over the world. The University has adopted a dynamic, global, creative and communicative approach in education as well as research and development. Keeping abreast with modern developments, VSSUT is constantly restructuring itself and renovating its physical infrastructure as well as its research and development facilities in various department and central facilities such as computer centre, library, internet centre, central research facility and workshop. Government of Odisha has recently funded to establish an Innovation-cum-Incubation Centre at VSSUT campus. Separate halls of residence are available for the students in the campus. Semester pattern system is being followed for both Undergraduate and Post Graduate Programmes and the medium of instruction is English. The syllabi are updated at regular intervals keeping in pace with the advancement in technology and need of the industries so as to maintain the level of technical



education at par with other institutes of international repute. The University has infrastructures for all the indoor and outdoor games.

The following academic programmes are available at VSSUT

- Bachelor of Technology (B.Tech)
- Bachelor of Achitecture (B.Arch.)
- Master of Technology (M.Tech)
- Dual Degree Programme (B.Tech.& M.Tech.)
- Master of Science (M.Sc.)
- Integrated M.Sc.
- Master in Computer Application (MCA)
- Master in Philosophy (M.Phil)
- Doctor of Philosophy (Ph.D.)

Seven UG programmes and Eight PG programmes of the University have got NBA Accreditation. The University has also got NAAC Accreditation during 2016-17. Admissions to various Masters programmes are conducted by the University. Admission into B.Tech. programme is made based on the all India rank secured in JEE (Main) through OJEE. However, admission to B.Tech.(LE) as well as MCA programmes are based on OJEE rank through Odisha Joint Entrance Examination (OJEE). All the programmes are approved by AICTE. Admission to 5 yrs. Integrated M.Sc. Programmes are done through an entrance examination conducted by VSSUT. The University has a QIP centre for Ph.D. Programme in engineering disciplines. It is also a AICTE Doctoral Fellowship centre.

The Training and Placement section of the University plays a very important role in counseling and guiding the students for their successful career placement. More than 50 reputed National and Multinational companies visit VSSUT for campus recruitment annually. Almost 100% of the eligible students secure job offers before they complete their programme of studies and leave their almameter. The placement section ensures and takes care to provide the best arrangements and hospitality for the visiting company officials. Further, the students of this University are doing extremely well in national level examinations like GATE, CAT, MAT, XAT, GRE, TOEFEL, IES and other competitive examinations. The students have taken up challenges in innovations for betterment of the society.

The University 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. The University always takes safety measures for all students. Adequate facilities are provided to the girls as well as boys. The University motivates girls and boys for their social responsibilities. Special study room, stair-case, two-wheeler parking is provided for the girls. They are also given self-defence trainings like Judo Karate, etc. The Yoga and Meditation Camps are also organized for students. The lectures of eminent personalities are held on various topics to develop their personalities. Various gender sensitization programmes are organised by different committees in the University to bring out the overall development of girls and boys and thereby to mould a better society with equality. The objective is not only the equality and empowerment of male and female but transgender also. It also aims to provide a harmonious and fertile environment for all students to excel physically, mentally, intellectually and emotionally upholding ethics and values.

Vision

To emerge as an internationally acclaimed Technical University to impart futuristic technical education and creation of vibrant research enterprises that produces quality engineers and researchers, truly world class leader and unleashes technological innovations to serve the global society with an aim to improve the quality of life.

Mission

Veer Surendra Sai University of Technology, Odisha, Burla strives to create values and ethics in its products by inculcating depth and intensity in its educational standards and need based research through.

- Participative learning in a cross-cultural environment that promotes the learning beyond the class room. Collaborative partnership with industries and academic within and outside the country in learning and research.
- Encouraging innovative research and consultancy through the active participation and involvement of all faculty members.
- Facilitating technology transfer, innovation and economic development to flow as natural results of research wherever appropriate.
- Expanding curricula as appropriate to include broader perspectives and
- Creation of service opportunity for the upliftment of society at large.



University Administration

Chancellor	: His Excellency Prof. Ganeshi Lal, Governor of Odisha
Vice Chancellor	: Prof. Atal Chaudhuri
Registrar	: Smt. Upama Kalo, OAS (S)
Comptroller of Finance	: Shri. Nilam Prakash Kujur, OFS
Director, IQAC	: Prof. Bibhuti Bhusan Pati
Chairperson, ICC	: Dr. Punyapriya Mishra
Senior Librarian	: Dr. Archita Nanda

Members of Board of Management

1. Prof. Atal Chaudhuri, Vice Chancellor, VSSUT, Burla (Ex-officio)
2. Dr. A.K. Nayak, IAS, Commissioner cum Secretary, SD & TE Dept., Govt. of Odisha, Bhubaneswar (Ex-officio)
3. Principal Secretary to Government, Finance Department, Government of Odisha. (Ex-officio)
4. Director of Technical Education & Training, Odisha (Ex-officio)
5. Hon'ble Vice-Chancellor, Biju Pattnaik University of Technology, Odisha, Rourkela
6. Prof. Venkappayya R. Desai, Professor, Civil Engineering, IIT, Kharagpur.
7. Prof. K.S. Reddy, Professor, Civil Engineering, IIT, Kharagpur
8. Er. Bimal Krushna Mishra, Ex-CEO, RSB Metal Tech.(P) Ltd., N2/40, IRC Village, Bhubaneswar (Alumni)
9. Er. Sashi Sekhar Mohanty, CMD, Neelachal Ispat Nigam, Jajpur, Odisha. (Alumni)
10. Prof. Amar Nath Nayak, Professor in Civil Engineering VSSUT, Burla
11. Prof. Prakash Chandra Swain, Professor in Civil Engineering VSSUT, Burla



12. Shri Kishore Kumar Mohanty, M.L.A., Jharsuguda
13. Shri Debesh Acharya, M.L.A., Bargarh
14. Registrar, VSSUT, Burla, Convener-cum-Secretary

GENDER

Gender is a socially constructed definition of women and men. It is not the same as sex (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.

Concept of Gender Audit

A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.

Gender audits allow organisations 'to set their own houses in order, and change aspects of the organisational culture which discriminate against all genders & beneficiaries.

As 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

To do the Gender Audit:

In gender Audit it is a necessary to find out whether internal practices and policies of the system are working for gender main streaming and effective for Gender Equality.



To monitor and assess the progress of reducing gender discrimination in the institution. Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality. Suggesting 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 about gender in the policies, programmes and structure of the institution. In our institution we have conducted Gender Audit to identify the policies of institute are safer for all genders.

The audit process involves collection of data, analysing policies, programmes and data to assess the extent of Gender Equality and balance.

Need of Gender Audit

In the globalized world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, 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.

Sex ratio 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%.

Sex ratio of Indian Population:

In the Population Census of 2011 it was revealed that the population ratio of India 2011 is 943 females per 1000 of males. The Sex Ratio 2011 shows an upward trend from the census 2001 data. Census 2001 revealed that there were 933 females to that of 1000 males.

Sex ratio of Odisha Population:



The Population of Odisha according to the 2011 census stands at about 41 million, making it the 11th most populated state in India. The state makes up about 3.4% of the country's population a figure which was about 3% during the last census in 2001. Sex Ratio in Odisha is a healthy 978 i.e. for each 1000 male, which is above national average of 940 as per census 2011. In 2001, the sex ratio of female was 972 per 1000 males in Odisha and it has never been a state that has seen a major fall in this figure. Sex Ratio in Sambalpur District, Odisha is a healthy 973 i.e. for each 1000 male, which is above national average.

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 in equality 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 foeticide is tragically common. Only 29% of Indian women above the age of 15 in 2011 were a part of the country's labour 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 labour 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 child births, says the report. In China, the number was considerably lower (37deaths) and in the U.S. even lower than that (21).

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.

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 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 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.



Objectives of Gender Audit

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- To establish good gender balance in decision-making processes in all areas of the University activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the University.

Gender Sensitive Features of the University

Gender sensitive features are carefully observed in every corner of the University 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 University.

Facilities for Students:

VSSUT Burla is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

I. Security in the Entrance: The security at entrance helps avoiding 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 University.

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 University 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 challenged students, ramps have been provided in both buildings to ease accessibility.

IX. Suggestion Box: Suggestion boxes have been provided to inculcate student feedback in University management.

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 to look after the security aspect as well as management of the University. 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 was organized by the library.

XVI. Sports facilities: The University takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and weightlifting. Outdoor games are Kabbadi, athletics, handball, volleyball, 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, multiple sanitary napkin vending machines are provided in ladies hostels.

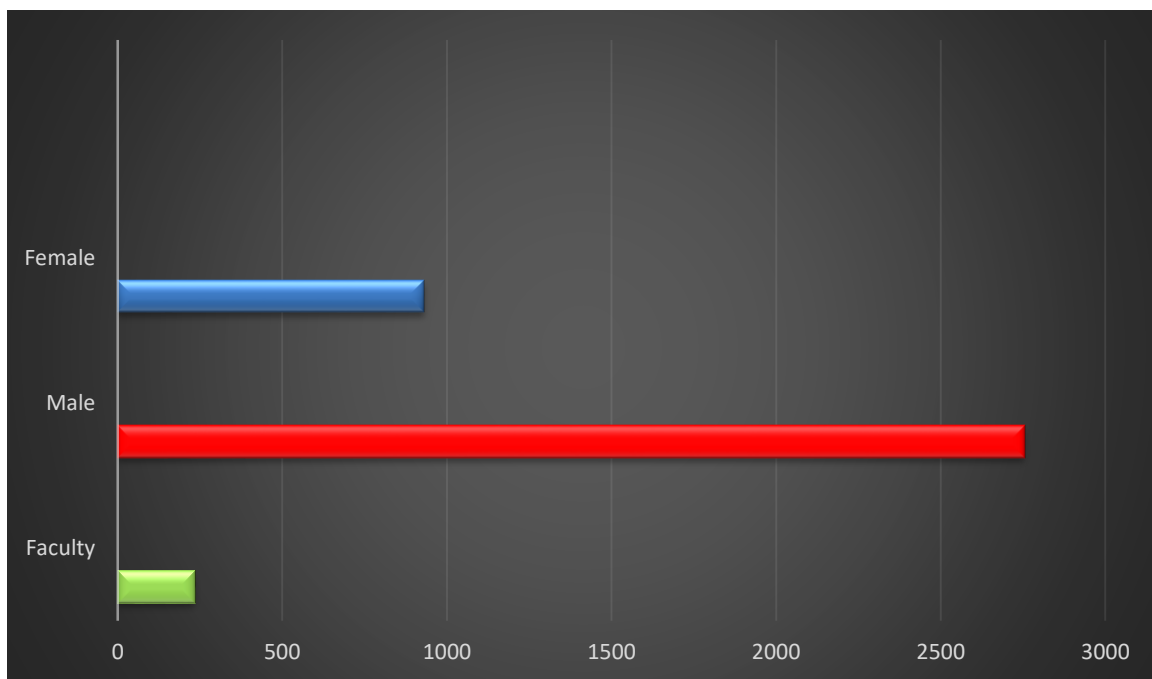
Features and Initiative of University for Gender Sensitisation

I. Gender Balance in Enrolment at Under graduate and Postgraduation Level:

VSSUT is reputed for co-education and discipline. Students' strength is increasing continuously. Basically University follows Govt. of Odisha guidelines on women reservation in enrolment. In the following table gender proportion of students is given.

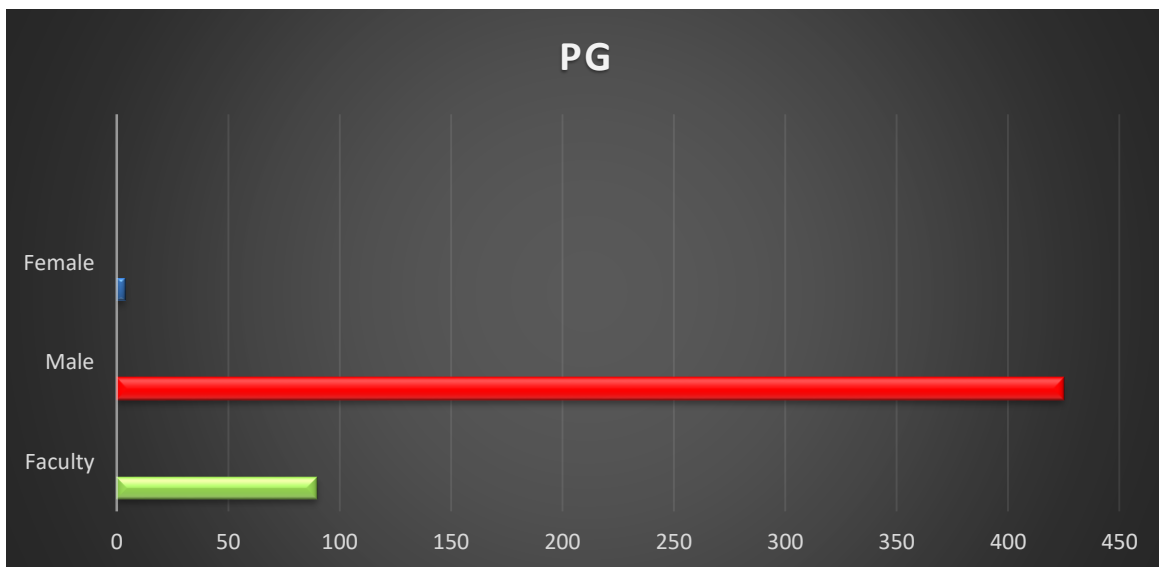
Faculty Wise Gender Distribution in Enrolment at UG Level

Year	FACULTY	MALE	FEMALE	TOTAL
2020-21	230	2695	963	3888



Faculty Wise Gender Distribution in Enrolment at PG Level

Year	FACULTY	MALE	FEMALE	TOTAL
2020-21	90	422	62	574

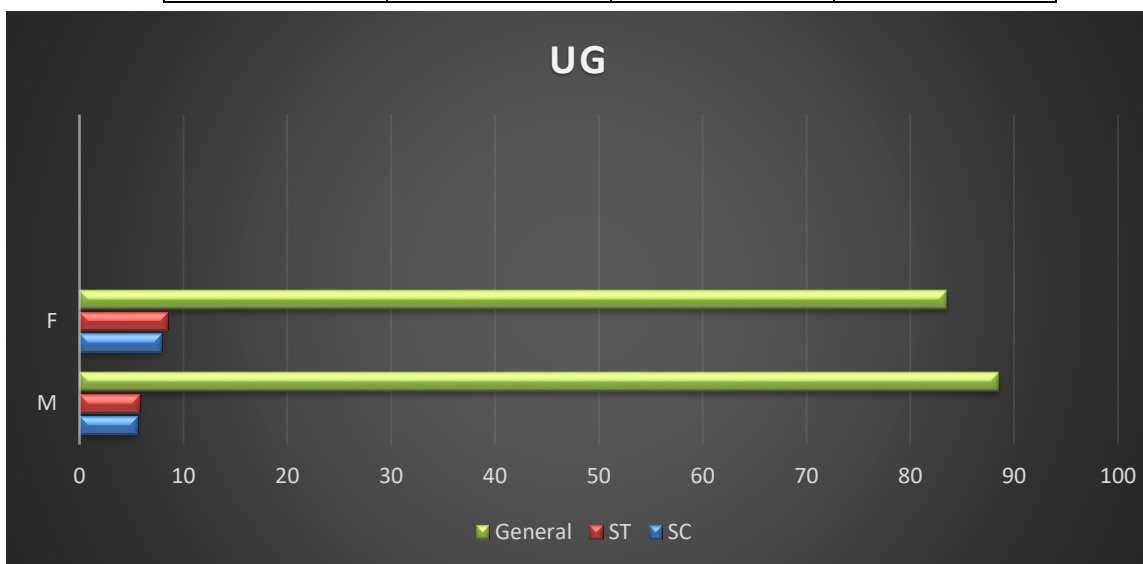


II. Category Wise Gender Balance in Enrolment at Graduation and Post-Graduation Level:

In the following table's category wise classification of male female at UG and post-graduation level is given-

Category Wise Gender Balance at UG Level

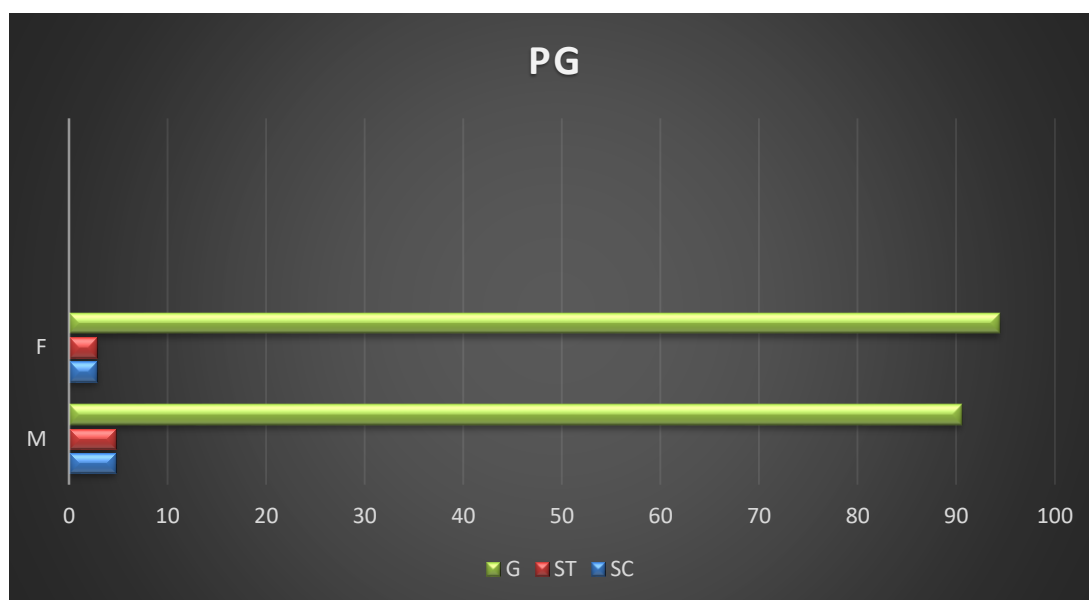
SL. No.	Category	2020-21	
		M%	F%
1			
2	SC	5.58	7.94
3	ST	5.84	8.48
4	G	88.56	83.56





Category Wise Gender Distribution in Enrolment at Post-Graduation Level

SL. No.	Category	2020-21	
		M%	F%
1			
2	SC	4.70	2.85
3	ST	4.70	2.85
4	G	90.58	94.40



III. Faculty wise Gender Wise Results of UG and PG:

Results of VSSUT are always good because all faculties are trying their best for their students. Results of both years are given below-

Faculty and Gender Wise Results

Year	2020-21				
	Pass		Percentage		Total
	M	F	M%	F%	
	2695	963	99.6	99.8	99.7



IV. Health Camp for Students:

Every year health camp is organised for students. It has been carried out in collaboration with VIMSAR, Burla and University Health Centre. Almost all students have been checked for blood group, haemoglobin and blood pressure. A free check-up camp has been organised by our University and doctors of various specializations were invited for consultation. In the year 2020-21, 3252 students were benefited by free-check up camp. Among them, 2211 (68%) were boys and 921 (32%) were girls.

V. Medical assistance to students and staff.

A general insurance policy is available for students at very low premium. Every student is insured for accident and his or her family is insured for health for Rs. 1,00,000.

VI. Anti- Ragging and Discipline Committee:

Ragging is a criminal offence and UGC/AICTE have notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The University forms Anti-Ragging and Discipline Committee. Every year University forms Discipline Committee for maintaining Discipline in the campus. The University publishes its rules and regulations in prospectus. Ragging is a criminal offence. Government and UGC has notified regulation for higher education institutes in order to prohibit, prevent and eliminate the ragging. The University has anti-ragging committee, especially to look after the ragging issues. The committee has male and female members and the Dean (SW) is the Coordinating person of the committee. Every student has to fill the details in anti-ragging form during the time of admission.

VII. Internal Complaint Committee and Anti Sexual Harassment Cell:

One of these is the constitution of an Internal Complaints Committee ("ICC"), a body envisaged to receive complaints on sexual harassment at the workplace from any aggrieved woman, as well as to inquire into and make recommendations to the employer on the action required pursuant to its inquiry of such complaint made.

The Sexual Harassment of Women under the Workplace (Prevention, Prohibition and Redressal) Act (hereinafter referred to as "Act") was enacted in the year 2013 with threefold purposes:

1. Providing protection to women against sexual harassment at the workplace,
2. To prevent sexual harassment



3. To provide a redressal mechanism for complaints relating to sexual harassment at the workplace

VIII. SC/ST Cell

India is a country with multiple religion, caste and culture. However, the Indian Society is characterized by a highly-entrenched system of social stratification. Social inequalities sometimes led to denial of access to materials, cultural and educational resources to the disadvantaged groups of societies. Higher Education is a platform for social and economic equality. The University has constituted SC/ST/OBC Committee with a promise to help in eliminating such social disparities.

Objectives: According to the UGC Guidelines of 1998, following are the objectives of the Committee.

- i. Circulate GOI and Commission's decisions and to collect regularly, on an annual basis, information regarding course-wise admissions to candidates belonging to the Scheduled Castes and Scheduled Tribes in the University.
- ii. Analyse information on admissions, education, training and employment of SCs and STs; prepare reports for transmission to the Ministry of Human Resource Development/University Grants Commission and such other authorities as may be required.
- iii. Function as a Grievances Redressal Cell for the grievances of SC/ST students and employees and render them necessary help in solving their academic as well as administrative problems.
- iv. To promote higher education among these those communities suffering economic, social and educational deprivations.

IX. ICC and Awareness Programme for Girl Students:

The University has many active clubs for Girl Students. It works in close coordination to look into the concerns of the women staff and students. It creates awareness about Gender Sensitization and Empowerment of students. It also looks after security and personality development of the student for their empowerment. It also organised cancer awareness programme for girl students and staff and create awareness for their self-security. The girl student of every department who are struggling for their lives and taking education in worst condition and are successful in education also are encouraged and motivated for future.

Awareness Programmes for Girls

Sl. No.	Title of Programme	Date	No. of Girls/Staff	Total
1.	Women Empowerment	8th March 2021	235/46	281



X. Career Guidance, Training and Placement Cell:

Even though ours' is a technical University, students' career needs are looked by training and placement cell. Students are equipped with those skills which are necessary for them to be competent in global market. For this purpose different career guidance activities are organized. Various companies visit University on a regular basis. Dates are informed to students in advance and they are successfully recruited by various firms.

Career Counselling, Guidance and Placement

Sl. No.	Programme name	Date	Male	Female	Total
1	Career Opportunities in web designing & Development	18.10.2020	563	432	995
52	Psychology IQ Test	23.11.2020	842	647	1489
3	Guidance Seminar on Competitive Examination	28.03.2021	1580	750	2330

Girls are more benefited in career guidance programmes, training programmes and placement cell. It is necessary to create further awareness among girls about their career and self -sufficient

XI. Academic Research and Extension Activities

It is meant to develop the research aptitude among staff and students. The University is always trying to motivate the students for innovative research. Students are participating at different level like National, District, Zonal level.

Programmes and Projects by Idea Innovation Cell/Quiz Club/Bajaj SAE etc.

Sl. No.	Programme name	Date	Male	Female	Total
1	Quiz	18.3.2021	632	251	883
2	Baja SAE	25.12.2020	165	22	187
3	Rocket	19.04.2021	78	21	99

Female participation is more than male in programmes It is necessary to create further awareness among girls about their career and self –sufficient.



XII. Skill Development Programme:

Every year soft skill development programme has been conducted in the college for third year graduation students of all streams. Lectures training and interactive sessions on problem solving skills, Time Management, Inter-personal Skills and Communication Skills are arranged for students. Experts are invited for training. The details of Soft Skill Development Programme is as follows.

Soft-skill Development Programme

Sl. No.	Programme name	Date	Male	Female	Total
1	Concept of Team Building	25.08.2020	1454	653	2107
2	Cyber-Security Awareness	12.04.2021	781	843	1624
3	Inter-personal Skills and Communication Skills	24.03.2021	600	742	1342
4	Training workshop for all PG students	26.05.2021	221	38	259

% of Female participation is greater than male in soft- skill development programme and cyber security training.

XIII. National Cadet Corps Unit for Girls:

The University has NCC unit 3(O) CTC for girls. The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio Campaign. Some adventurous activities are also organized by NCC Battalion of the college, like Mini Treks- Cycle Expedition, Water Activities, Rope Climbing, Rock Climbing in order to develop team spirit and confidence among the cadets. Mr. Birendra Kumar Barik, is a trained officer of this unit. The total strength of girls cadet is 50. The training officer provides training to NCC cadets



throughout the year. In last two years cadets participated in different activities are shown in the following tables.

Programmes Undertaken by NCC

Sl.No.	Name of Event	No. of Ladies Participants
1	International World Environment Day	569
2	Republic Day	815
3	Independence Day	645
4	World Health Day	543
5	World Surya Namaskar Day	623
6	International Yoga Day	754
7	NCC Day	790

Girls are participating in different activities of NCC Unit enthusiastically.

XIV. National Service Scheme (NSS):

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the wellbeing of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of the University is having 250 volunteers. Every year many outreach and extension programmes are organised for the community development. This unit has undertaken following activities:

Participation of Students in NSS Activities

Sl. No.	Programme name	Date	Male	Female	Total
1	Disaster Management camp	15.07.2020	564	235	799
2	Tree Plantation Week	17.02.2021	651	164	815
3	Blood Donation Camp	21.10.2020	832	256	1088
4	National Unity Day	31.10.2021	983	367	1350
5	Cleanliness Campaign on the occasion of	02.10.2020	1853	732	2585



	Mahatma Gandhi birth anniversary				
6	Street Rally(Environmental Awareness)	18.11.2020	1935	463	2398

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.

XV. Sports Activities:

Students are participating in various sports activities in University campus as well as out of campus. Our Gymkhana is very active. It motivates students to participate in various indoor and outdoor games. In the following table in campus and out campus participation of girls and boys is given

In Campus & Off Campus Activities of Sports

Sl. No.	Name of Sports	Date	Male	Female	Total
1	Volley ball Competitions.	12.01.2021	654	175	829
2	World Health Day	07.04.2021	1354	645	1999
3	Running (100, 200, 400, 800,1500 Mtrs)	18.02.2021	325	126	451
4	Kho-Kho	16.02.2021	436	264	700
5	Kabbadi	17.02.2021	273	158	431
6	Basket Ball	15.02.2021	278	95	373

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.

XVI. Cultural and other Activities:

At the University various level cultural competition are organised. Students also participate in university level Singing, Dancing, Debate Competitions. Participation of students in different

Sl. No.	Name of Sports	Date	Male	Female	Total
1	Debate	16.01.2021	2100	543	2643
2	Essay	27.01.2021	1789	632	2421
3	Elocution Competition	29.01.2021	1865	564	2429
4	Dancing	14.02.2021	1205	832	2037
5	Rangoli Competition	18.02.2021	543	765	1308
6	Poster presentation	24.02.2021	876	700	1576



XVIII. 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. Book exhibitions are arranged under the initiative of the library. Gender wise distribution to students is given in the table.

Gender Wise Classification of Library Issuing

Year	GENDER	No. of Students	Total
2020-21	Male	2304	3200
	Female	896	

Book Bank Details

Gender Wise Classification of Library Issuing

Year	GENDER	No. of Students	Total
2020-21	Male	2176	3066
	Female	890	

Females are taking more benefits of library than male.

XIX. Gender Difference in Teaching and Non-teaching staff:

Total teaching staff is 231. Out of them, 175 are male and 56 are female. Total non-teaching staff is 154. Out of them, 144 are male and 10 are female

Findings:

- Students' strength is increasing and particularly girl strength is increasing continuously in both UG and PG programmes. As compared to admission girls participation is more than government norms.
- Students of backward classes enjoy a appropriate share in admission.
- Success rate of girl student is higher than boys. Girls domination is there in results.
- Total 99% boys and 98 % girls are benefited by health check-up camp.
- Special awareness programmes are organized for girls by ICC
- Males are more benefited than girls in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among girls about their career and self -sufficient.
- Female participation is more than male in programmes of Academics/Research. It is necessary to create awareness among boys about importance of research.



- NCC Female Unit are participating in different activities enthusiastically.
- 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.
- 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 lesser than male. It is necessary for overall personality development.
- Females are taking more benefits of library than male.
- Special cultural programme on gender sensitization was organized by the University.
- Overall good efforts are taken for gender sensitization.

Conclusion:

Gender audit of the University makes clear that the University has many strengths and some limitations. University has taken some steps to overcome from the limitations. The findings show that University 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 University is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the University as well as in the society.

DECLARATION

This is to certify that the Gender audit report prepared by the University and the data base used in the report is truthful and will be validated by IQAC during the visit.

S. Panda
15.09.2021
Chairperson, ICC
Internal Complaint Committee
VSSUT, Burla

[Signature]
External Member

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Central Library
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