

Gender Audit Report 2023–24

GITA Autonomous College, Bhubaneswar

Introduction

GITA Autonomous College, Bhubaneswar, has consistently demonstrated a strong commitment to fostering a culture of inclusivity, equality, and empowerment within its academic ecosystem. In today's higher education landscape, gender justice has emerged as an indispensable component of institutional growth and social responsibility. Colleges are no longer evaluated solely on academic achievements but also on their ability to provide equitable opportunities, nurture diversity, and ensure safety for all members of the community.

In alignment with the guidelines of the **National Assessment and Accreditation Council (NAAC)**, the **All India Council for Technical Education (AICTE)**, and the vision of the **National Education Policy (NEP) 2020**, GITA has integrated gender sensitivity into its institutional framework. The college recognizes that education plays a transformative role in dismantling systemic gender barriers and preparing students to thrive in a gender-just society.

This Gender Audit Report for the academic year **2023–24** provides an in-depth overview of the policies, practices, outcomes, and challenges faced by the institution in promoting gender equality. It highlights initiatives aimed at empowering women, ensuring safety and inclusivity, and fostering leadership among all genders. The report also reflects on areas that require further attention, ensuring that GITA continues to evolve as a beacon of equity and empowerment in higher education.

Objectives of Gender Initiatives

The gender initiatives of GITA Autonomous College are grounded in the belief that equal opportunities create stronger academic communities and more holistic personal development. The institution frames its gender policies around the following objectives:

- Promote Gender Equity and Inclusivity**
Equity in education goes beyond numbers; it requires ensuring that every student—regardless of gender—feels valued, respected, and empowered to participate. GITA ensures that both curricular and co-curricular activities are inclusive, enabling female and male students alike to access opportunities such as internships, workshops, and leadership roles.
- Ensure Safety, Dignity, and Equal Participation**
A safe campus environment is essential for active learning and participation. The college prioritizes physical safety through infrastructure (CCTV, security guards, transport facilities) and emotional safety through counselling support, anti-harassment policies, and sensitization workshops.
- Provide Platforms for Empowerment**
GITA organizes events such as *Women's Day Celebrations*, *Leadership Seminars*,

and *Skill Development Workshops* to create platforms where women can showcase their potential and build self-confidence.

4. **Prevent Gender-Based Discrimination**

Through the Internal Complaints Committee (ICC) and grievance redressal mechanisms, GITA ensures swift handling of any complaints. The institution follows the **Sexual Harassment of Women at Workplace Act, 2013**, making its commitment legally and ethically robust.

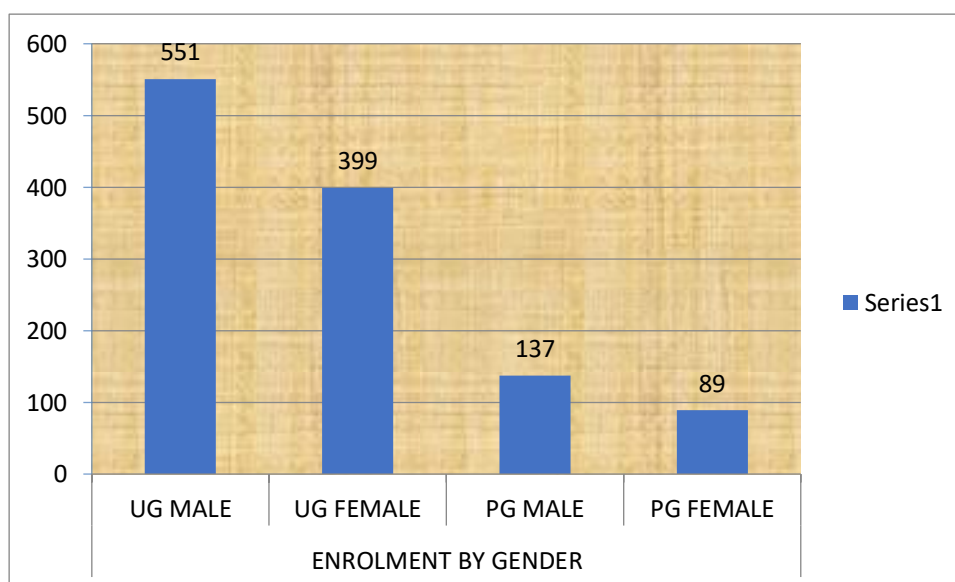
5. **Align with Sustainable Development Goals (SDG-5: Gender Equality)**

By creating equitable learning opportunities and reducing gender disparities, GITA contributes directly to the global agenda of sustainable development, preparing students to become responsible citizens in a gender-sensitive world.

Gender Balance in Admissions

Over the years, GITA has made remarkable progress in ensuring gender balance in its admissions. Both undergraduate (UG) and postgraduate (PG) programs reflect steady growth in female enrolment, surpassing state norms of representation.

- **Trends in Enrolment:** The 2023–24 academic year showed a **48% female enrolment at UG level** and **44% at PG level**, both of which are higher than the Odisha state average of around 39%.
- **Inclusivity in Professional Courses:** More women are enrolling in technical disciplines such as Computer Science, Electronics, and Civil Engineering—traditionally considered male-dominated fields. This shift indicates a gradual dismantling of stereotypes.
- **Reservation Norms:** The institution strictly follows government-mandated reservation policies, ensuring equal opportunities for women from SC, ST, and OBC communities.



Analysis: The steady rise in women’s enrolment can be attributed to factors such as GITA’s reputation for safety, supportive hostel facilities, transparent admission processes, and a strong emphasis on gender equity. Parents increasingly prefer institutions that provide a secure and empowering environment for their daughters, further boosting female admissions.

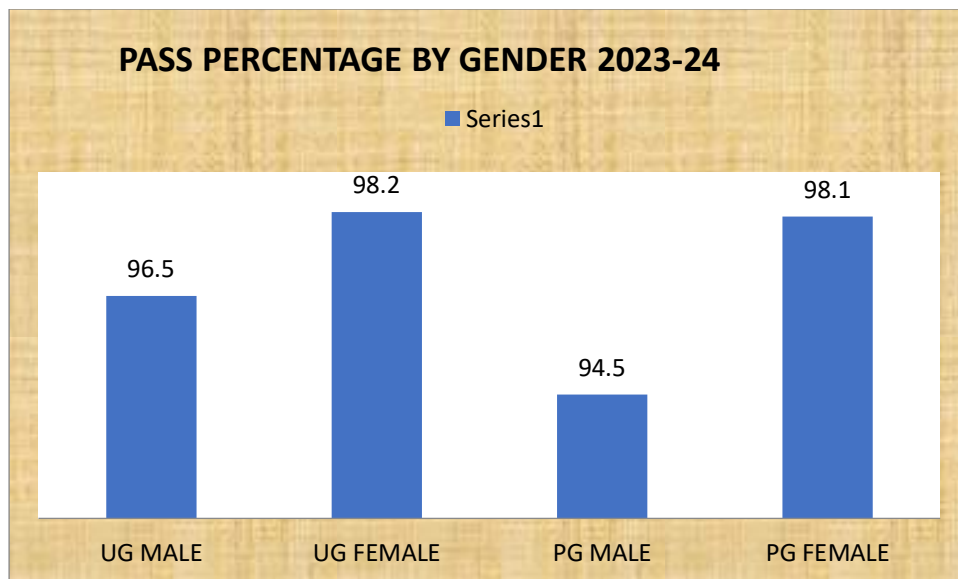
Student Performance

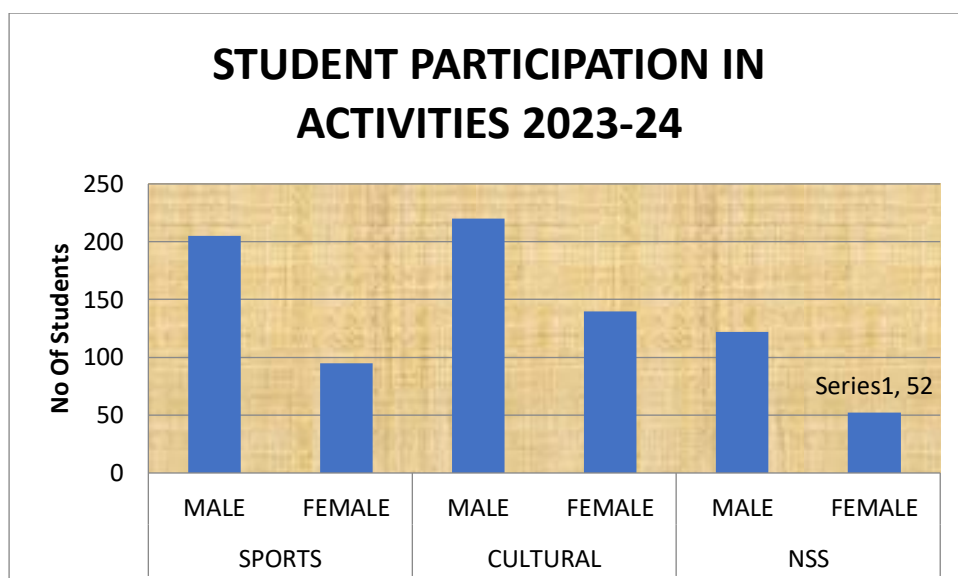
Female students at GITA consistently outperform their male counterparts across several academic indicators.

- **Pass Percentage:** In the 2023–24 examinations, female students registered an average pass percentage of **92%**, compared to **86% among male students**.
- **Research Engagement:** Women have contributed significantly to research activities, authoring papers in reputed journals, presenting at national conferences, and participating in interdisciplinary projects.
- **Project Presentations:** Female students actively present innovative solutions in hackathons, design competitions, and incubation initiatives, often leading their project groups.

Case Example: A group of final-year female students from the Electrical Engineering department developed a low-cost solar-based irrigation system, which won accolades at a state-level innovation contest. Such achievements showcase the academic competitiveness and practical contributions of women at GITA.

The performance gap highlights not only diligence but also the success of institutional mechanisms in creating enabling conditions for women learners.





Facilities for Gender Sensitivity

The infrastructure and facilities at GITA are designed with gender inclusivity and safety in mind. These provisions go beyond compliance, reflecting the institution's proactive approach:

- **Separate Common Rooms & Reading Spaces:** Dedicated spaces allow female students to relax, interact, and study in a supportive environment.
- **Hostel Facilities:** Secure, hygienic, and well-managed hostels with wardens and round-the-clock security cater to female students.
- **CCTV Surveillance & Women Security Guards:** Safety is ensured through comprehensive monitoring systems and deployment of female security staff.
- **Safe Transportation:** College buses are equipped with GPS tracking and female support staff, ensuring safety during commutes.
- **Sanitary Napkin Vending Machines:** Installed in hostels and academic blocks, these machines promote menstrual hygiene management.
- **Wellness Support:** Periodic workshops on mental health, counselling services, and access to healthcare facilities address both physical and emotional well-being.

These facilities demonstrate GITA's commitment to ensuring that female students can pursue education without disruptions or concerns about safety.

Committees and Cells

Several committees at GITA provide institutional mechanisms for gender justice:

1. **Internal Complaints Committee (ICC):** Functions in strict compliance with the Sexual Harassment of Women at Workplace Act, 2013. It addresses complaints, organizes sensitization programmes, and maintains zero tolerance for harassment.
2. **Anti-Ragging & Discipline Committee:** Ensures discipline and monitors student behaviour, making the campus safe and inclusive.

3. **Women Empowerment Cell (WEC):** Conducts seminars, self-defence training, workshops on health and hygiene, and career guidance sessions.
4. **SC/ST/OBC Cell:** Encourages participation of disadvantaged groups, ensuring that women from marginalized communities are equally empowered.

Each of these committees operates with clear mandates, transparency, and accountability, ensuring that the college environment is aligned with principles of justice and inclusivity.

Gender-Sensitization Initiatives

GITA regularly organizes initiatives that sensitize the campus community to gender issues and empower women students:

1. **Workshops & Awareness Campaigns:** Covering topics such as women empowerment, cyber safety, digital literacy, and leadership development.
2. **Self-Defence Training:** Programs in martial arts and emergency response help students build confidence and personal safety awareness.
3. **Health Camps:** Regular medical check-ups, haemoglobin testing, counselling sessions, and awareness on reproductive health.
4. **Skill Development Programmes:** Leadership training, communication workshops, and entrepreneurship modules where female participation remains high.
5. **NCC (Girls Unit) & NSS Activities:** Women cadets take part in camps, social outreach, and blood donation drives, fostering civic responsibility.
6. **Cultural and Sports Participation:** Female students excel in cultural events such as debate, dance, rangoli, and essay writing. Participation in sports is growing, though more encouragement is needed in this domain.

These initiatives not only create awareness but also equip women with skills and confidence to take on leadership roles.

Faculty & Staff Composition

The teaching and administrative staff at GITA reflect a gradual yet significant movement towards gender diversity:

- **Teaching Staff:** Female faculty contribute actively in research, teaching, mentoring, and administrative committees. Several women faculty members hold doctoral degrees and guide student research projects.
- **Administrative Roles:** While the presence of women in decision-making bodies is improving, further steps are needed to ensure balanced representation in senior leadership roles.
- **Professional Development:** Female faculty are encouraged to participate in FDPs (Faculty Development Programs), international conferences, and capacity-building workshops.

This balance in faculty representation serves as a role model for students, reinforcing the message that women can thrive in academic and leadership spaces.

Key Findings

1. Strengths:

- Increasing female enrolment in UG and PG programmes.
- Higher academic performance of female students compared to male students.
- Active involvement of women in cultural and research activities.
- Strong institutional mechanisms (ICC, WEC, SC/ST Cell) ensure safety and inclusivity.

2. Weaknesses:

- Lower female participation in sports and some NSS activities.
- Limited representation of women in top administrative and leadership roles.
- Need for more structured mentorship programmes.

3. Opportunities:

- Integration of NEP 2020's gender inclusivity vision.
- Collaboration with NGOs and industries to provide internships and leadership training for women.
- Use of digital platforms for gender awareness campaigns.

4. Challenges:

- Overcoming deep-rooted stereotypes that discourage women from participating in technical and outdoor activities.
- Ensuring sustained motivation for female students in sports and leadership domains.

Conclusion

The Gender Audit of 2023–24 confirms that **GITA Autonomous College** is deeply committed to creating a gender-just environment that nurtures inclusivity, equality, and empowerment. Female enrolment is steadily rising, academic achievements are exemplary, and institutional mechanisms are robust. However, areas such as sports, leadership, and administrative representation still require focused efforts.