The report of Gender Audit of St. Aloysius College for the academic year 2024-25 was submitted by a team of three members

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The report presents various Gender initiatives and protocols that the college has implemented. Areas of focus include water conductivity, providing insights into water purity and quality; air quality, which assesses the presence of pollutants and the general health of the indoor and outdoor campus environment; microbial evaluations, which check for microorganisms that could affect health; and the processes involved in the management and disposal of hazardous waste from college laboratories.

The report also includes the college adherence to environmental safety standards and maintains a commitment to creating a sustainable and eco-friendly academic setting. The detailed findings from these assessments are comprehensively outlined in the attached report.

We look forward to your feedback and any suggestions.

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Gender Audit Report

2024-25

"FAR AWAY THERE IN THE SUNSHINE ARE MY HIGHEST ASPIRATIONS. I MAY NOT REACH THEM, BUT I CAN LOOK UP AND SEE THEIR BEAUTY, BELIEVE IN THEM, AND TRY TO FOLLOW WHERE THEY LEAD". **–LOUISA MAY ALCOTT**

Woman Cell was established in 1997 with the motto *"Duty makes us do things well but love makes us do them beautifully"*. The cell works with the mission *"The Women Cell shall strive to create a better and just society by empowering women."* The vision of the cell is *"To make the cell a unique platform for the development of its members, by providing them opportunities to contribute towards the betterment of the society."*

Objectives of the Cell:

- To educate students about gender equity.
- To encourage students to adopt new perspectives and attitudes towards life, particularly concerning women.
- To foster greater involvement and cultivate responsible, value-oriented leadership among female students.
- To work towards a society that achieves social and economic gender equality as outlined in the Indian Constitution, through active social service.
- To engage with women in rural areas, informing them of their social and legal rights, and empowering them to oppose gender violence and discrimination.
- To raise awareness, instill values, and enhance the personality and leadership qualities of its members.

Activities and Initiatives:

The Cell also focuses on promoting hygiene practices to maintain a healthy environment in and around the college. It provides knowledge about legal rights and assistance in grievance redressal. Regularly, the cell organizes seminars and lectures led by specialists and distinguished figures to address issues such as violence against women, sexual harassment in the workplace, and health and hygiene.

Comprehensive Facilities and Support for Female Students at St. Aloysius College

St. Aloysius College provides an array of facilities and support mechanisms designed to foster a supportive and inclusive environment for female students, ensuring their academic, physical, and emotional well-being.

Facilities for Girls in Campus:

- **Multigym:** The College provides a separate multi-gym facility for ladies with latest amenities like 2 treadmill, 1 cross trainer, 3 cycles, 1 twister and 10 pairs of dumbles of different weight.
- **Sports:** The College ensures the participation of women students in various intra and inter-institutional sports competitions led by a women sports officer who train and encourage women participation. Best athlete award is given annually. Following events are organized for the girl students in which every year 150 girls participate.

1. Football	2. Handball
3. Volleyball	4. Cricket
5. Chess	6. Badminton
7. Table tennis	8. Kho-kho
9. Kabaddi	10. Hockey
11. Wrestling	12. Track & field events

- **Cultural:** The cultural committee comprises of 90%-woman staff who motivate and prepare women student for competing in cultural events at all levels.
- **NCC and NSS girls' units:**
  a) There are two NCC girls' units (Naval and Army) and one NSS girls' unit.
  b) Various programmes are organized aiming the female students to make them sensitize towards the issues of women foeticide, AIDs awareness.
  c) Girls are motivated to join these units
- **Ladies Room:**
  a) A designated ladies' room is provided for rest and relaxation.
  b) The room maintains a quiet environment suitable for studying.
  c) It is equipped with a television, water cooler, and sanitation machine.
- **Girls Washroom:** The washrooms for girls have been refurbished with modern amenities with clean environment.

- **Girls Hostel:** Enhanced accommodation is offered in the ladies' hostel, featuring adequate space, a pleasant ambiance, and a strategic location. Rules and regulations are strictly enforced to ensure compliance.

a) **Security:** The ambiance of the women's hostel is highly secure.
b) **Student Participation:** Students' representatives are appointed to participate in housekeeping and maintain discipline.
c) **Warden's Role:** The warden, Sr. Mercitta, ensures a home-like atmosphere for the girls.
d) **Cultural Celebrations:** The students celebrate various festivals such as Holi, Diwali, Eid, Christmas, and Onam, with full support from the hostel management for organizing these events.
e) **Health and Safety:** The hostel management provides transportation and accompaniment for sick students to reach healthcare facilities.
f) **Security Measures:** A security guard is stationed around the clock to ensure safety.
g) **Recreational Facilities:** Both indoor (caroms, chess) and outdoor (badminton court, table tennis court) game facilities are available.
h) **Additional Amenities:** The hostel is equipped with 10 PCs with Wi-Fi internet access and solar heaters for a consistent hot water supply.

The infrastructure facilities provided at the girls hostel.

Sr. No.	Particular	Details
1	No. of Rooms	40
2	Occupancy	35 rooms @ 3 students, 5 halls @5 students
3	Chapel	1 for meditation
4	Counseling Room	Once a month
5	Wi-Fi Facility	2mbps leased line
6.	Solar Heater	4 panels
7.	Computer Room	10 Computers

College Committees for Student Welfare

Anti-Ragging Committee

The college forms anti-ragging and discipline committee. The student in distress owing to ragging related incidents can access the committee.

Note: No case notified.

Grievance and Redressal Committee

Students are the primary stakeholders in any educational institution, and we are committed to ensuring transparency in all activities at various stages. In alignment with this commitment, the college has established a mechanism for students to address their grievances, which includes the following areas:

- Academic issues
- Non-academic issues
- Grievances related to assessments
- Grievances related to victimization
- Grievances related to attendance
- Grievances related to fee charges
- Grievances regarding the conduct of examinations
- Harassment by fellow students or teachers
- Special sessions are organized with eminent judges, lawyers, and police personnel to educate female students about laws and by-laws, ensuring they are aware of their rights and responsibilities.
- The committee adheres to a policy of zero tolerance towards harassment.

Procedures of the Institutional Grievance Redressal Cell:

- A suggestion box is placed at a strategic location within the college where students can submit their grievances. The box is opened weekly and the contents are reviewed.
- Grievances are then forwarded to the Principal.
- The Principal addresses and resolves the grievances within one week.
- Students may also directly approach the Principal with their grievances in person or via email.
- The Grievance Redressal Cell meets every four months to review grievances, which are categorized as either academic or administrative and are recorded in the Grievance Redressal Register.

Note: No cases notified.

Anti-Harassment Committee

The Anti-Harassment Committee has implemented all necessary preventive measures to avoid sexual harassment and has addressed related issues effectively. The Women’s Cell and the Equal Opportunity Centre play crucial roles in promoting gender equality and fostering a sense of responsibility towards safeguarding the dignity and welfare of women. Periodically, students receive education on human rights, women's rights, violence against women, and laws protecting women, delivered by distinguished advocates and social workers.

Note: No cases notified.

Highlights of the activities of the Women cell

The Women's Cell of St. Aloysius (Auto.) College, Jabalpur consistently strives to create a better, just and equitable society through various lectures and programmes. The following activities were conducted in the year 2024-25:

Guest Lecture: The Women Cell, St. Aloysius' College (Autonomous) Jabalpur organized a Guest Lecture on **"Women Issues"** on 29th July, 2024 at St. Aloysius' College (Autonomous), Jabalpur. The Chief Guest was Col. Rakhi Dhawan, Doctor, Health, HQ MB Area, Jabalpur. The main aim of this lecture was to understand the Women Issues like Physical Well-being, Mental Well-being, and Emotional Well- being. 358 students were benefitted through this lecture.



Awareness Program: Women Cell of St. Aloysius College, in collaboration with the Robin Hood Army, organized a heartwarming initiative to distribute food to underprivileged children. This program was held on 12th August 2024 at St. Aloysius' College (Autonomous), Jabalpur. The aimed to spread the message of kindness and community service. Volunteers from both the Women Cell and the Robin Hood Army worked together to provide nutritious meals to children in need, ensuring that the spirit of the day was celebrated with compassion and generosity. The initiative not only addressed hunger but also highlighted the importance of social responsibility and the power of collective action in making a positive impact on Society. The Guest Speaker was Mr. Rahul Patel from Robinhood, Jabalpur. 358 students were benefitted through this lecture.



Training Program: The Women Cell, St. Aloysius' College (Autonomous) Jabalpur organized the Training Program on "Women Empowerment" on 14th September, 2024 at St. Aloysius' College (Autonomous), Jabalpur. The Main Speaker was Dr. Anjali D'Souza, Vice Principal, St. Aloysius' College (Autonomous) Jabalpur. The main aim of this training program was to create the awareness to identify the skills and helps to start their small business. 30 students were benefitted.



Guest Lecture/Speech Competition: On the occasion of International Women's Day, Women Cell celebrated Women's Day on 8th March, 2025 at St. Aloysius College, Jabalpur. The Chief Guest of the program was Dr. Richa Dhirawani, Director, Jabalpur Hospital & Research Centre. She spoke on the topic "For All Women and Girls: Rights, Equality, and Empowerment". Dr. Dhirawani shared her thoughts that "Equality has to be everywhere as it starts from one's own family" and she added that generational past should be avoided". She

suggested to make changes in current generation through the change of thoughts. Specially she emphasized that Women should appreciate other women, that is how women can empower women and spare some time exclusively for themselves as “Me” time. Also Women Cell conducted a Speech Competition on the topic “Beyond Beauty: A Woman of Substance”. Thirty Four students shared their thoughts in their speech. The judges were Dr. Tuhina Johri, Head, Dept. of Political Science and Dr. Rashmi Patras, Head of Management, St. Aloysius College. The Coordinator of the program was Dr. Anthonima Robin. The comperer was Ms. Aditi Agrawal and Ms. Simran. The program was supervised by Dr. Renu Markande, Dr. Soma Guha Das, Dr. Archana Pasari Ms. Deeksha Jain and Mrs. Shruchi Saxena along with Aditi Agrawal, Simran and Malvika Agrawal. The vote of thanks was proposed by Ms. Anushree Soni.



Outcomes of Gender Equality Initiatives

Gender Balance in Enrollment of Profile (Student Profile)

S. No	Category	Years	2024-25
1.	Students	Male	2390
		Female	2797
		Total	5187
2.	Teaching Staff	Male	27
		Female	88
		Total	115
3.	Non -Teaching Staff	Male	31
		Female	10
		Total	41

Outstanding Achievements in sports

National		International	
Male	**Female**	**Male**	**Female**
04	19	-	05

International Level

Year	Medal	Male	Female
2024-25	Gold	-	1
	Silver	-	1
	Bronze	-	1

National Level

Year	Medal	Male	Female
2024-25	Gold	-	7
	Silver	-	6
	Bronze	4	6

Khelo India University Games

Year	Medal	Male	Female
2024-25	Gold	-	3
	Silver	-	-
	Bronze	-	-

All India National

Year	Medal	Male	Female
2024-25	Gold	-	3
	Silver	-	2
	Bronze	-	1

NCC

Year	RDC	NSC	YEP	TSC	Group Level Best Cadet Award	Unit Level Best Cadet Award	Defence Secretary Commendation	CM Commendation
2024-25	M -2 F-2	M -2 F- Nil	Nil	F- 1	-	M- 1 F- Nil	-	M-1 F- 1

NSS

Year	District level RDC	State level Camp	National Level Camp	University Level Camp
2024-25	F- 2 M-2	F- 1 M-1	F- Nil M-Nil	F- 2 M-2

Placement record

Year	Male	Female	Total	Total % of Female
2024-25	39	36	75	52%

Student Support and Scholarship

MANAGEMENT SCHOLARSHIP 2024-25 (July to June)					
S.NO	**SCHOLARSHIP**	**AMOUNT**	**FEMALE**	**MALE**	**TOTAL**
1	**Student Aid Fund**	521630	43	23	66
2	**Poor Girl Child Scholarship**	50400	9	0	9
3	**Merit Scholarship**	135700	29	2	31
4	**Cultural Scholarship**	116005	11	3	14
5	**NCC Scholarship**	21771	2	1	3
6	**Sports Scholarship**	332890	20	15	35
Total		**1178396**	**114**	**44**	**158**

Government Scholarships

GOVT. SCHOLARSHIP YEAR 2024-25				
Sr. No.	**Scholarship Name**	**Male**	**Female**	**Total Amount**
1	Gaon ki Beti Yojana	0	13	65000
2	Pratibha Kiran Yojana	0	11	55000
3	Post Metric Chatravriti (MPTAAS)	209	366	8242166
4	National Scholarship	2	4	65000
5	Mukhyamantri Medhavi Yojana	301	427	18012197
6	Mukhyamantri Jankalyan Yojana	31	40	1638400
7	SC-ST AAWAAS	29	54	990726
TOTAL		**572**	**915**	**29068489**

Govt. Scholarship Detail 1st, 2nd & 3rd Year 2024-25				
Sr. No.	**Scholarship Name**	**Male**	**Female**	**Total Amount**
1	B.A.	32	129	**2180330**
2	B.Sc.	129	94	**3740278**
3	B.Com.	275	304	**11389722**
4	B.B.A.	172	169	**8333673**
5	B.C.A.	39	43	**1995954**
6	M.A.	25	20	**533848**
7	M.COM.	4	6	**160285**
8	M.SC.	**26**	**20**	**729399**
	Grand Total	**702**	**785**	**29063489**

Faculty Research & Publication

Year	Male	Female	Total	Total % of Female
2024-25	04	20	24	22.47%

Faculty Awards

Year	Male	Female	Total	Total % of Female
2024-25	NIL	02	02	2.24%

Student's academic achievement Gold medalist

Year	Male	Female	Total	Total % of Female
2024-25	05	39	44	88.63%

1. Suggestions

- The Women Cell is planning to provide medical facilities like counseling sessions and psychologist visits in the college.
- A meditation Centre will be established to deal with the everyday stress and anxieties of the girls' students.
- For a healthy and fit life, aerobics class will also be organized by the Women Cell.
- Workshops & Training Program related to self –employment of girl students.

2. Recommendations

It is found that St. Aloysius College has attained gender balance in its system. Strengths & Gender sensitive initiatives in the Institute are:

- There has been an overall gender balance in enrolment.
- Good number of girl student's recipient of merit scholarships.
- Various committees aim to foster an environment in which unlawful discrimination & harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.
- The college monitors the experience of all students through annual progress review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The staff gender balance seems to be maintained (as per the number of existing staffs being 80:20 ratio).
- The college committees allow resources for an academic student activity as a gender neutral basis.
- The committee recommended displaying the various committees with rules and regulations and experts for eg. Anti-ragging committee, Anti-Sexual Harassment committee.

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