

■ मूल सोच- समग्र उत्तरदायित्व बोध ■

Gender Audit

2023-24

The Gender Audit Report for the academic year 2023-24, was prepared by Dr. AnthonimaRobin, Dr. ArchanaPasari, and Ms. YashikaChoudary. It presents a thorough review of the college's gender equality initiatives. This report encapsulates efforts including awareness programs, leadership training, and support frameworks such as grievance mechanisms and anti-harassment measures.

Key Initiatives Highlighted in the Report:

- Educational Programs: Focus on educating students and staff about gender equity.
- Empowerment Programs: Leadership and outreach efforts to empower women within and outside the campus community.
- Support Structures: Enhanced grievance mechanisms and robust anti-harassment policies to ensure a safe academic environment.

Facilities for Female Students:

- Sports and Fitness: Special facilities like a multi-gym and sports programs tailored for female students.
- Cultural Participation: Strong representation in cultural committees to foster inclusivity.
- NCC and NSS Units: Dedicated units for female students to promote leadership and community service.

The audit underscores the college's commitment in fostering an inclusive and supportive environment for all genders. This document has been submitted to Yogesh Ganore for review and feedback.



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कला एवं संस्कृति

शिक्षा के लिए - 'कदम नेग'

NO GENDER ONLY HUMAN

प्रधान कार्यालय: नवनीत एनक्लेव के सामने, राइसी, जबलपुर - 482005 (म.प्र.)

नगर कार्यालय : 113, चंद्रिका परिसर, गोरखपुर धाने के पीछे, जबलपुर - 482001 (म.प्र.)

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Yogesh Ganore

Founder Kadam Sanstha
Jabalpur (M.P.)





ST. ALOYSIUS' COLLEGE

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Gender Audit Report

2023-24

"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.



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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.



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- **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	Access to counselors on demand
5	Wi-Fi Facility	100 mbps leased line
6.	Solar Heater	10 panels
7.	Computer Room	10 Computers



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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.

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.



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- 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 2023-24:



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Awareness Program: Women Cell organized Awareness Program on 24th to 26th August, 2023.



The main objective of this program was aware the students about the problems faced by women in the society, encourage them to gain empowerment and motivate the students to establish an egalitarian society. This awareness program highlighted the role and status of women in the developmental process of the Indian society. The numbers of students benefitted were 469.

Training Program on Self Defence: Women Cell organized the one day Program on “**Training Program on Self Defence**” for girl students in collaboration with Department of Sports on 26th August, 2023. The trainer was Mr. Divyansh Manoj Gupta and Mr. Jayraj Choudhary. The aim of the training program was to help the girls’ students to be more aware of their surroundings and be prepared for the unexpected situations at any time. 74 students were benefitted by this training program.



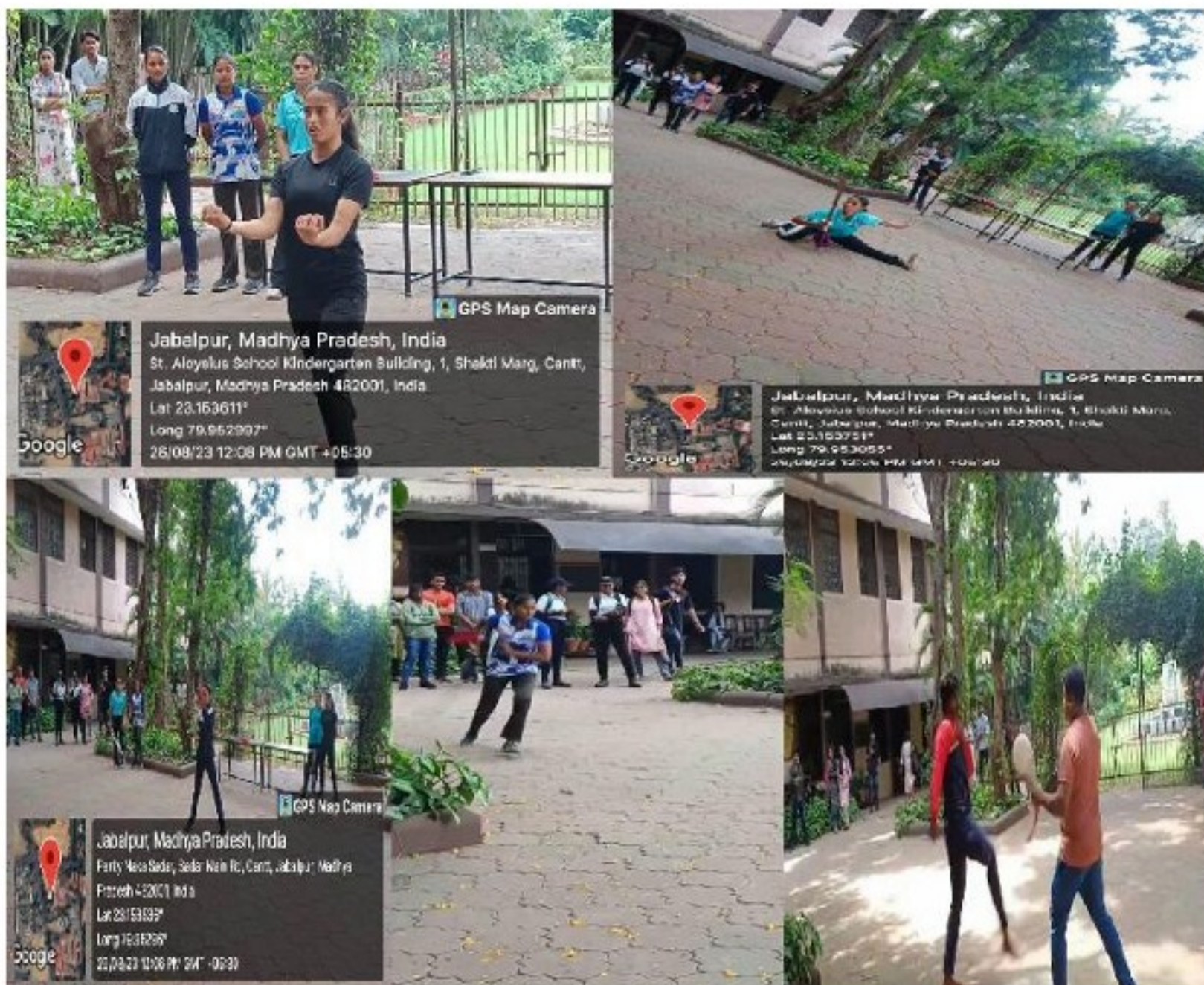
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Rastriya Krumimukti Diwas Program: The Women Cell of St. Aloysius College, Jabalpur organized Rastriya Kramimukti Diwas under the Office of Chief Medical and Health Office, Jabalpur on 12th to 15th September 2023. The purpose of this activity was to spread awareness among the girls' students about living a healthy life by taking proper nutrition's. Albendazole Chewable tablets that have been distributed among the girls students of all the classes. 2352 girls' students were benefitted by this program. The Guests were Dr. Rajesh Ahirwar MO Officer, UPHC, Kajarwara, Ms. Nisha Raphael, Nursing Officer, UPHC, Kajarwara, Mrs. Jayshree George, ANM, UPHC, Kajarwara.



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Program on Yoga: Women Cell organized the one day Program on “Yoga” for girl students in collaboration with Department of Sports on 7th October, 2023. The trainer was Ms. Anjali Singh and Ms. Sakshi Chouksey. The aim of the program was to identify the importance of Yoga in their life & how to maintain the harmony between body and mind. The students knew the importance of yoga postures and promised to introduce this activity in their daily lives. 66 students were benefitted.





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Training Program: Women Cell organized the two days Training Program on “Website Design” for girl students in collaboration with Computer Science Department 17th & 18th November, 2023. The Speakers were Mr. Swapnil Justin and Mr. Yohan Johan Yadav. The aim of the program was to make the students aware about computer website design, so that they become techno-friendly. To make the student capable of identifying the Website and detecting the defects and faults occurred in them. 35 students were benefitted by this training program.





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Online Guest Lecture: Online Guest Lecture was organized by Women Cell in Collaboration with Department of Political Science, St. Aloysius College (Autonomous), Jabalpur, M.P. on **“Women Empowerment: Challenges and Solutions”** on 13th January, 2024. The Resource person was Prof. Melody R Arandela Ambangan, Dean, Southern Christian College of Social Work, Philippines. The objective of the lecture was to empower women to take responsibilities for their personal and social development in the society. It was very interesting session. The numbers of students benefitted were 110. The names of the student's coordinator were Aditi Agrawal, Anushka Soni, Simran and Malvika Agrawal.





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Eye Checkup Camp: The Women Cell of St. Aloysius (Auto.) College, Jabalpur in collaboration with Nayan Sukh Optical, Jabalpur has organized Free Eye Checkup Camp on 20th January, 2024. The initiative aimed to provide essential eye care services and raise awareness about the importance of regular eye checkup for overall health and well-being. The event was led by Faraz Alam (Optometrist & Camp organiser), Sheshdar Yadav (Sr. Optometrist), Priya Chauhan (Optometrist) and Sujay Neekhare (EWC) from the Nayan Sukh Organisation. The event supported by Students volunteers including Anushree Soni, Aditi Agarwal, Anushka Soni, Malvika Agrawal and Simran. 270 Students were successfully benefited.





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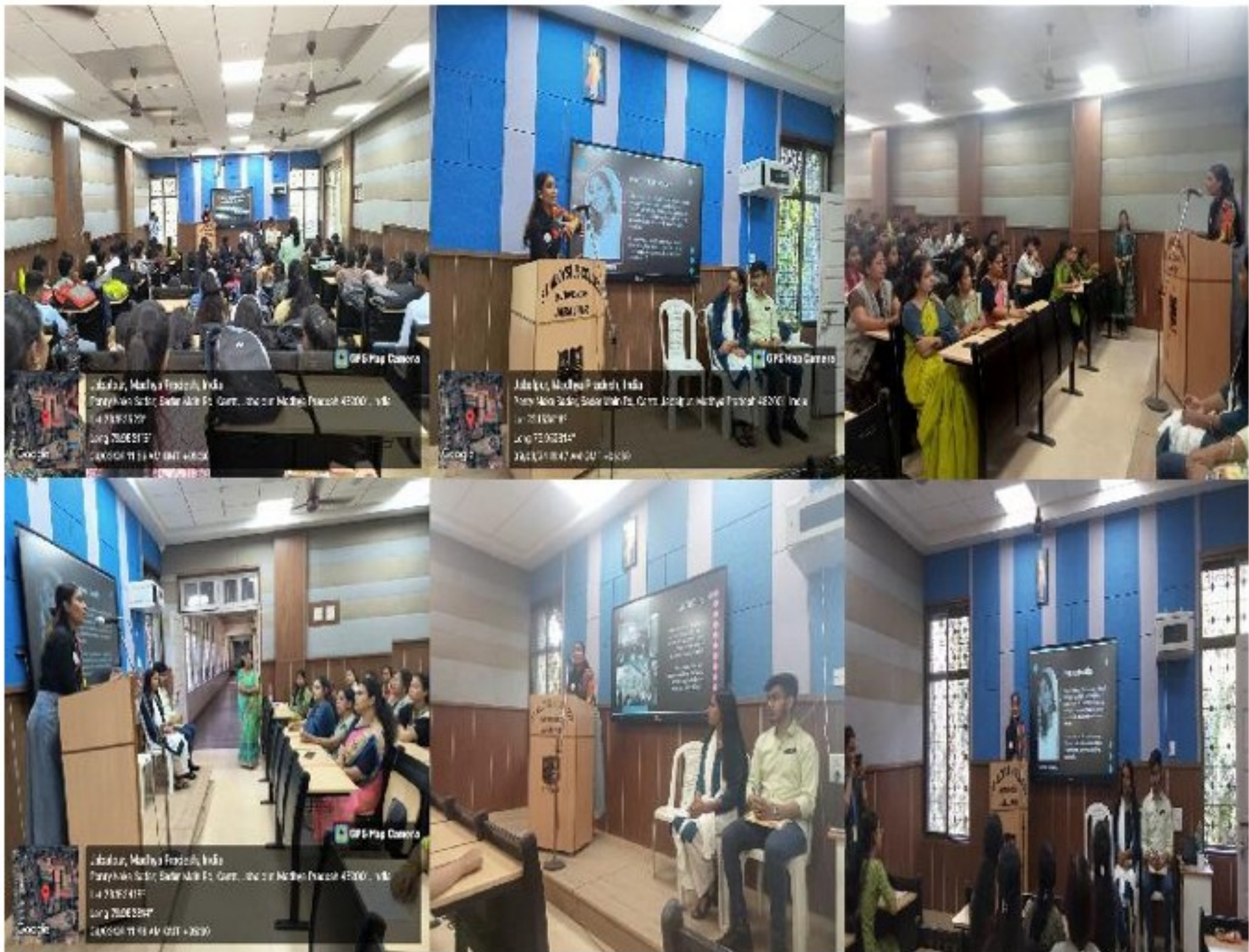
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Health Awareness Program: On the occasion of International Women's Day, the Women Cell and Department of Economics of St. Aloysius College, in collaboration with the Ahamikshana Foundation, organized a impactful Health Awareness Program focusing on women's issues on 9th March, 2024. Ms. Shreya Kulhara, Founder of Ahamikshana Foundation, delivered an enlightening talk on Women Health Issues. The program, spearheaded by teachers Dr. Anthonima Robin (In charge of Women Cell), Dr. Archana Pasari and Ms. Yashica Choudhary, received support from dedicated student volunteers including Anushree Soni, Aditi Agarwal, Simran, Anushka Soni and Malvika Agrawal. With a focus on women's health, the event successfully educated and benefitted 156 individuals, showcasing the collective commitment of the college and Ahamikshana Foundation towards promoting well-being and addressing women's issues.





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Outcomes of Gender Equality Initiatives

S. No	Category	Years	2023-24
1.	Students	Male	2473
		Female	2775
		Total	5248
2.	Teaching Staff	Male	29
		Female	83
		Total	112
3.	Non -Teaching Staff	Male	32
		Female	10
		Total	42

Gender Balance in Enrollment of Profile (Student Profile)

Outstanding Achievements in sports

International Level

Year	Medal	Male	Female
2023-24	Gold	-	-
	Silver	-	1
	Bronze	-	1

National Level

Year	Medal	Male	Female
2023-24	Gold	1	1
	Silver	-	-
	Bronze	-	-

Khelo India University Games

Year	Medal	Male	Female
2023-24	Gold	1	6
	Silver	-	-
	Bronze	-	-



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Khelo India National

Year	Medal	Male	Female
2023-24	Gold	-	1
	Silver	-	-
	Bronze	-	1

NCC

Year	RDC	NSC	YEP	TSC	Group Level Best Cadet Award	Unit Level Best Cadet Award	Defence Secretary Commendation	CM Commendation
2023-24	M -2 F-2	Nil F- 2	Nil	Nil	F- 1	M- 1 F- 1	ADG M- 2 F- 2	Nil

NSS

Year	District level RDC	State level Camp	National Level Camp
2023-24	-	F- 2 M-2	-

Placement record

Year	No. of students (Female)	No. of students (Male)	Total	Total % of Female
2023-24	52	20	72	72.22%



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Student Support and Scholarship

College level Scholarships 2023-24 (July to June)								
Year	Student Aid Fund	Merit Scholarship	Sports Scholarship	Cultural Scholarship	NCC Scholarship	Poor Girl Child Scholarship	Earn & Learn	Total Scholarship
2023-24	M- 27	-	-	M- 3	M- 2	M- 0	-	32
	F- 16	-	-	F- 7	F- 2	F- 14	-	39
Amount	292000	-	-	55151	23308	98200		

Government Scholarships

Year	National Scholarship Portal	Prime Minister Special Scholarship Scheme	Post Metric Scholarship Portal 2.0	Mukhya Mantri Medhavi Vidya Rathi Yojna	Mukhya Mantri Kalyan Yojna	Gaon Ki Beti	Pratibha Kiran Yojna	(MPTAA S) Madhya Pradesh Tribal Affairs Automation System	MP Awaas Sahayata Yojna	Total % of Financial Assistance
1	2	3	4	5	6	7	8	9	10	11
2023-24	51	12	64	464	43	4	5	212	1	856
F	42	47	51	295	46	0	0	214	5	700
M	93	59	115	759	89	4	5	426	6	1556

Faculty Research & Publication

Year	Male	Female	Total	Total % of Female
2023-24	28	82	110	74.54%

Faculty Awards

Year	Male	Female	Total	Total % of Female
2023-24	28	82	110	74.54%



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Courses in Syllabus

S.N o.	Department	Course Code	Subject	Paper	Topic Related to Gender	Link
1.	Economics	BA V Sem	Gender Economics	Minor/Elective	Gender Study	View
2.		MA IV Sem	Economics of Gender and Development	(Open Elective)	Women Studies	View
3.	History	B.A. III Sem	History Of Medieval India From 1206 To 1739ad	Minor/Elective	Gond Relation with Special Reference to Rani Durgavati, Role of Noor Jahan, Chand Bibi and Jijabai in History, Meera Bai, Social Life of Sultanate Period and Status of Women, Social Life in The Mughal Period & Status of Women,	View
		B.A. IV Sem	History Of Modern India (From 1740 To 1947)	Minor/Elective	Roll of Women n The Struggle- Laxmi Bai, Avanti Bai and Jija Bai, Indian Renaissance & Status of Women, Queen Victoria's Proclamation	View
4.	Political science	BA I Sem.	Political Theory	Minor/Elective	Feminism	View
5	Political science	111021 MA III Sem.	Women and Political Participation	III (Core Elective)	Women's Studies: Evolution, Nature, Scope and significance. Women's Studies and Political Science: Interrelationship.Theoretical Perspectives: 1. Individualist Feminism 2. Socialist Feminism 3. Radical	View



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					<p>Feminism. Status of Women and Determinants</p> <ol style="list-style-type: none">1. Status of Women: Low Sex Ratio; Gender Development Index; Gender Empowerment Measurement.2. Socio – Economic Determinants of Women's Status3. Political Determinants: Constitution and Laws; Plans and Policies; Programmes and Administrative institutions. <p>Women and Political Process</p> <ol style="list-style-type: none">1. Women and Political Parties, Organizations and Leadership2. Women in electoral process: Voting behaviour; problems in representation3. Reservation in Local self govt.; the reservation debate. <p>Women's Movement:</p> <ol style="list-style-type: none">1. Women's Role in Social Reform and Nationalist Movements2. Episodes and Issues in Women's Movement in Independent India.	
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					3. International Women's Movement: ILO and UNO on women's issues; Beijing Declaration and Platform of Action.	
6	Political Science	BA II Sem.	Indian Political System	Generic Elective	Gender justice	View
7		M.A. IV Sem	Human Rights	IV	Human Rights Initiatives of Women, Gender	View
8		B.A. III Sem	Indian Political Thinker	Major/Minor/Elective	Contribution of Women Thinkers 1. Pandita Ramabai 2. Tarabai Shinde 3. Savitribai Phule 4. Kamaladevi Chattopadhyay	View
9		M.A. I Sem	International Relations and Contemporary Issues	III	Gender Justice,	View
10		MA III	Citizen and Civic Awareness	IV	Women Empowerment	View
11		M.A. IV Sem	Media and Politics	III (Core Elective)	Media reportage of marginalized sections- Gender	View
12		M.A. IV Sem	Human Rights	IV (Open Elective)	National Women's Commission	View



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13	Zoology	ZC-402 MSc. IV Sem-	Gamete Biology, Development and Differentiation	II	1. Ovarian follicular growth--Morphology, endocrinology, molecular biology of oogenesis 2. Harmonal regulation of ovulation and ovum transport in Mammals 3. Multiple ovulation and embryo transfer techniques 4. Harmonal regulation of development of mammary gland and lactation 5. Biochemistry of Semen, Semen composition and formation	View
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Gender Balance among the Employees in Department

S.No	Name of Department	Female	Male	Percentage
1.	Biotechnology	2	3	Female- 40% Male- 60%
2.	Botony & Microbiology	6	0	Female- 100% Male- 0%
3.	Chemistry	6	0	Female- 100% Male- 0%
4.	Commerce	15	6	Female- 71.42% Male- 28.57
5.	Computer Science	10	6	Female- 62.50% Male- 37.50 %
6.	Economics	5	0	Female- 100% Male- 0%
7.	Department of English	3	1	Female- 75% Male- 25%
8.	Hindi	3	1	Female- 75% Male- 25%
9.	History	1	1	Female-50% Male- 50%
10.	Management	8	0	Female- 100% Male- 0%
11.	Maths	4	2	Female- 66.66% Male- 33.33%
12.	Political science	3	2	Female- 60% Male- 40%
13.	Physics	2	2	Female-50% Male- 50%
14.	Zoology	4	1	Female- 80% Male- 20%



ST. ALOYSIUS' COLLEGE

(AUTONOMOUS), JABALPUR (M.P)

Reaccredited 'A+' Grade by NAAC (CGPA 3.68/4.00)

College with Potential for Excellence (CPE) by UGC

DST-FIST SUPPORTED & STAR COLLEGE SCHEME BY DBT

Gender Balance in Clubs & Societies

S.No.	Clubs & Societies	Name of the Incharge	Female	Male	Percentage
1.	NCC	Major Dr. Sonal Rai	2	2	Femal-50% Male- 50%
2.	NSS	Dr. Akhilesh Pathak (Boys)	0	3	Femal- 0% Male-100%
		Dr. Abhilasha Shukla (Girls)	3	0	Femal- 100% Male-0%
3.	Women Cell	Dr. Anthonima K Robin	3	0	Femal- 100% ,Male-0%
4.	Science & Religion (AEWF)	Dr. Nisha Pandey	3	0	Femal- 100% Male-0%
5.	IRF	Dr. Runa Paul	3	0	Femal- 100% Male-0%
6.	Cultural Club	Dr. Nidhi Khurana	2	1	Femal- 66.66 Male- 33.33
7.	Samarpan Club	Dr. Rashmi A. Patras	3	0	Femal- 100% Male-0%
8.	Sports Club	Mr. Harish Dubey	1	2	Femal- 33.33 Male- 66.66
9.	Hindi Sahitya Sabha	Dr. Ramendra Prasad Ojha	3	1	Femal- Male-
10.	Nature Club	Dr. Sonali Nigam	4	0	Femal- 100% Male-0%
11.	Red Cross Society	Dr. Shweta Likhitkar	2	1	Femal- Male-
12.	Red Ribbon	Dr. Priyanka Sinha	4	0	Femal- 100% Male-0%

Gender related Research Paper

S.no	Name of Teacher	Name of the Department	Research Topic Related to Gender
1.	Dr. Soma Guha Das	Department of English	"Draupadi: Revisioning the Mythical Character in Chitra Banerjee Divakaruni's The Palace of Illusions"
2.	Dr. Niharika Singh	Department of English	"Rudali: Quintessential Figure of Subalternity, Hegemony and Marginalisation"
