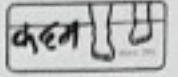




# कदम



सिम्ता बुक ऑफ रिकॉर्ड 2009  
माए कोयने इन्टरनेशनल अवार्ड 2013  
राष्ट्रीय पुरस्कार प्राप्त कदम का अहीर नृत्य

## ■ मूल सोच- समग्र उत्तरदायित्व बोध ■

### Gender Audit Certificate

2020-21

This certificate confirms the successful completion of the Gender Audit for St. Aloysius College for the academic year 2020-2021. The audit was carried out to evaluate the institution's commitment to gender equity and inclusion practices across various facets of campus life.

#### Key Findings:

- **Equitable Participation:** The college has demonstrated substantial gender balance in student enrollment and faculty recruitment.
- **Awareness and Training:** Various awareness programs, skits, and workshops were conducted to sensitize the community about gender equity.
- **Support Structures:** Implementation of anti-harassment policies and active functioning of the Women's Cell to address gender-related issues effectively.

#### Commendations:

- **Proactive Initiatives:** The college's proactive approach towards gender-sensitive issues is commendable. Initiatives like the establishment of the Women's Cell have significantly contributed to promoting gender equality.
- **Inclusive Environment:** The audit team acknowledges the college's efforts in creating an inclusive environment that supports both male and female students and staff in achieving their academic and personal goals.

#### Recommendations:

- **Enhanced Training:** Further enhance training programs to include more comprehensive coverage of gender rights and equality.
- **Monitoring and Evaluation:** Implement regular monitoring and evaluation mechanisms to ensure continuous improvement in gender equity practices.



निवेदक  
**योगेश गनोरे**  
संस्थापक - कदम संस्था

**Yogesh Ganore**

*Yogesh Ganore*

Founder, Kadam Sanstha  
Jabalpur (M.P.)

#### PLANT FOR PEACE

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- बीजारोपण अभियान
- अंशरोपण अभियान

#### कला एवं संस्कृति

शिक्षा के लिए - 'कदम नेग'

#### NO GENDER ONLY HUMAN

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

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

फोन: 0761-4034785, मो. 9300102621, 9302470225, 9424728886 | www.plantforpeace.in | e-mail: kadamsince1995@gmail.com





# ST. ALOYSIUS' COLLEGE

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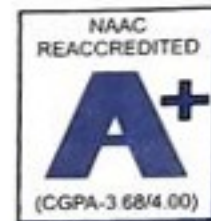
1, Ahilya Bai Marg, Sadar, Cantt., Jabalpur - 482 001 (M.P.)

College with Potential for Excellence by UGC

DST FIST SUPPORTED

Phone : 0761-2620738, 2624631, Fax : 0761-2629655

Email : staloyuscollege1951@gmail.com, Website : www.staloyuscollege.ac.in



The report of Gender Audit of St. Aloysius College for the academic year 2020-21 was submitted by a team of three members

Dr. Anthonima Robin (Head, Women Cell)

Dr. Archana Parsari (Asst. Prof. Mathematics)

Dr. Abhilasha Shukla (Asst. Prof. Hindi)

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.*

*Anthonima*

*Am*

*Archana*

  
PRINCIPAL  
St. Aloysius College (Autonomous)  
JABALPUR-482001 (M.P.)  
INDIA



## Gender Audit Report 2020-21

*"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."*

### **The cell works with the following objectives:**

- To make students aware of Gender Equity.
- To help students to change their mindset and attitudes towards life in terms of women
- To encourage greater participation and to develop responsible and value oriented leadership in Female students.
- To build a society with social and economic gender equality as envisaged in the Indian Constitution through social service.
- To reach out to Women in the rural areas and make them aware of their social and legal rights and to equip them to stand against gender violence and gender discrimination
- To create awareness, instill values and develop the personality and leadership quality in the members.



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Internal Quality Assurance Cell

**These objectives are met by the following means:**

- *Performing skits and road plays for creating awareness in society.*
- *Organizing group discussions, speech, debate, essay writing, extempore, posters etc. on gender issues to sensitize students.*
- *Arranging lectures of highly qualified and successful women.*
- *Providing basic amenities for hygiene (soaps, hand towels etc.), education (copies, pen, pencil etc.), old clothes, bread, milk powder etc. to the needy.*

The Cell also tries to incorporate hygiene habits and ensure a healthy atmosphere in and around the college. It tries to equip them with the knowledge of their legal rights and redressal of their grievances. Time to time the cell conducts seminars and lectures by specialists and eminent personalities to stop violence against women, sexual harassment at work and about health, hygiene etc.

**a) 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.

**b) Redressal and Grievance Committee**

The students are the main stakeholders in any institution imparting education, and it is our endeavor to make all efforts to ensure transparency in all the activities at different stages. Taking this spirit in consideration the college has decided to provide mechanism to students for redressal of their grievances which include the following complaints of the aggrieved students.

- Academic
- Non-Academic
- Grievance related to Assessment
- Grievance related to Victimization
- Grievance related to Attendance
- Grievance related to charging of fees



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- Grievance regarding conducting of Examinations
- Harassment by colleague students or the teachers etc.
- Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers and police personnel and awake the girl students for their privileges and duties.
- The policy of this committee is to create zero tolerance to harassment.

**The institutional Grievance Redressal Cell addresses the grievances of students as follows:**

- A suggestions box placed at a strategic point in the college where students can drop their grievances. The suggestion box is opened weekly and then scrutinized.
- After which they are forwarded to the Principal.
- Principal takes the necessary action to resolve the grievances within a week.
- Students can approach the Principal for their grievances personally or through e-mail.
- A meeting of the Grievance Redressal cell is held every four months. The grievances are categorized as academic and administrative and as per their categorization they are numbered and entered in the Grievance Redressal register.

**No Case Notified.**

**c) Anti-harassment committee:** This committee took all the preventive measures to prevent sexual harassment and resolved related issues. The Women's cell and Equal opportunity center assist in creating awareness on gender equality and inculcating a sense of responsibility towards upholding the dignity and welfare of women. Students were educated from time to time on Human rights, Women's rights, violence against women and law for protection of women by eminent advocates and social workers.

**No case notified.**

**d) Facilities for Girls in Campus:**

- i) 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 dumbbells of different weight.



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ii) **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. Judo               |
| 13. Track & field events | 14. Cross country race |

iii) **Cultural:** The cultural committee comprises of 90%-woman staff who motivate and prepare women student for competing in cultural events at all levels.

iv) **NCC and NSS girls units:** There are two NCC girls' units (Naval and Army) and one NSS girls' unit. Various programmes are organized aiming the female students to make them sensitize towards the issues of women foeticide, AIDs awareness and the girls are motivated to join these units

v) **Ladies Room:** Provision is made for girls resting mode in ladies room. There is an adequate place and silence is maintained for girls to study. This room is also equipped with Television, Water cooler and Sanitation Machine.

vi) **Girls Washroom:** The washrooms for girls have been refurbished with modern amenities with clean environment. All the facilities are available in the Girls' Washroom.

vii) **Girls Hostel:** The ladies hostel is provided with enhanced accommodation, adequate space, ambience and good location. The rules and regulation of Ladies Hostel are strictly implemented and students follow the same.



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- a) The ambience of women Hostel is much secured.
- b) To ensure students participation in the housekeeping of the hostel and to maintain discipline, the students' representatives are appointed.
- c) The warden Sr. Mercitta of the hostel provides home like atmosphere to the girls.
- d) The students of the hostel celebrate basically all festivals like Holi, Diwali, Id, Christmas, Onam and others and the management of the hostel provides all the support for organizing these programmes.
- e) Hostel management takes the responsibility for the sick students, provide the vehicle to take the student to the hospital and also accompany them.
- f) Security guard is present for 24 hrs.
- g) Indoor and outdoor game facilities are provided in the hostel like caroms, chess, badminton court, table tennis court etc.
- h) Other facilities include the hostels are provided with 10 PCs with wi-fi internet connection to be used by the girls. It is fitted with solar heaters for 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 PCs



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## f. Gender Balance in Enrollment of Profile (Student Profile)

S. No	Category	Years	2020-21
1.	Students	Male	2885
		Female	2967
		Total	5852
2.	Teaching Staff	Male	30
		Female	78
		Total	108
3.	Non -Teaching Staff	Male	31
		Female	08
		Total	39

## g. Outstanding Achievements of Girls:

### Sports

National		International	
Male	Female	Male	Female
04	02	01	01

### International Level

Year	Medal	Male	Female	% of Female
2020-2021	Gold	01	-	0
	Silver	-	-	Nil
	Award	-	01	100 %



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## National Level

Year	Medel	Male	Female	% of Female
2020-2021	Gold	01	01	50%
	Silver	02	-	0 %
	Bronze	01	01	50%

## NCC

Year	RDC	NSC	YEP	TSC	Group Best Award	Level Cadet	Unit Level Best Cadet Award	Defense Secretary Commendation	CM Commendation
2020-21	01	Nil	Nil	Nil	Nil		Nil	Nil	Nil

## NSS

Year	District level RDC	State level Camp	National Level Camp
2020-21	Nil	01	01

## Placement record

Year	No. of students (Female)	No. of students (Male)	Total	Total % of Female
2020-21	17	21	38	44.73%

## Student Support and Scholarship

Year	College level Scholarships				Government Scholarships		
	Student Aid Fund	Merit Scholarship	Sports Scholarship	Cultural Scholarship	Earn & Learn	Total Scholarship	% of Financial Assistance
2020-21	M- 38	M- 04	M- 08	Nil	M- 01	M-01	131
	F- 46	F- 20	F- 03		F - 00	F-10	



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Year	Government Scholarships								
	National Scholarship Portal	Prime Minister Special Scholarship Scheme	Post Metric Scholarship	Mukhyamantri Medhavi Vidyarthi Yojna	Mukhyamantri Jan Kalyan Yojna	Gaon ki Beti	Madhya Pradesh Tribal Affairs Automation System	MP Awaas Sahayata Yojna	Total % of Financial Assistance
2020-21	N - 107 R - 29	27	-	672	38	-	26	2	-

## Faculty Research & Publication

Year	Male	Female	Total	Total % of Female
2020-21				

## Faculty awards

Year	Male	Female	Total	Total % of Female
2020-21	00	01	01	

## Student's academic achievement Gold medalist

Year	Male	Female	Total	Total % of Female
2020-21				

## 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 2020-21:*



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#### Session 2020-21

*The Following Activities Were Conducted In The Year 2020-21:*

#### Activities promoting gender equity and sensitization

1. A two days Training Program on '**Hardware Course for Girls**' for girl students was organized in collaboration with Computer Science Department on 19<sup>th</sup> and 20<sup>th</sup> of October 2020. The trainer was Mr. Johan Lal Yadav. The aim of the program was to make the students aware about computer hardware, to identify the parts and detect the defects and faults in order to promote women empowerment and making them tech savvy.

Day 1- The participants were given the theoretical information of the computer hardware, that included, RAM, ROM, Motherboard,



CPU, Buses, Hard disk etc. their uses, internal and external structures, working, internal arrangement, replacing and repairing process.

Day 2- Practical demonstration of the arrangements of hardware inside CPU, identifying faults, assembling the system.

**Outcome-** Skilled to assemble the PCs', faults detection and handling trouble shooting.

2. The department of Education organized a '**Workshop on Drawing and Painting**' from 23<sup>rd</sup> to 28<sup>th</sup> November 2020. Total 33 students participated and successfully completed the workshop. Mr. Neelesh Mourya was the resource person. The topics



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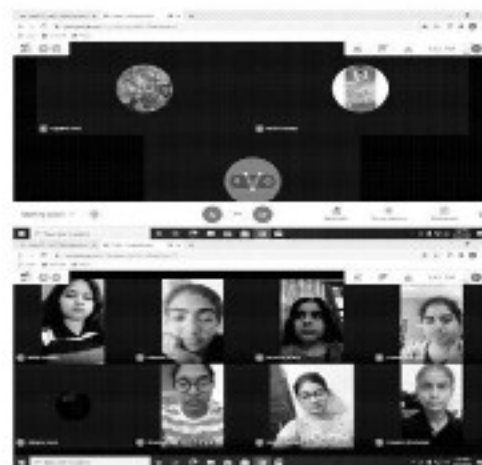
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Internal Quality Assurance Cell

covered were sketching, basics of drawing, different tools of drawing & painting and calligraphy. The objectives of the workshop were to provide to make the girl students more creative and productive, to develop interest and awareness of drawing and painting and to develop inner qualities of students.



3. The Women Cell in collaboration with Department of Mathematics organized One-day Education Program for girls students on the topic “VEDIC MATHS COURSE” on 18<sup>th</sup> December 2020. The objectives of the event was

1. to make the students aware about Vedic mathematics and tricks, so that one can solve complex problems much easily and efficiently.
2. to enable faster calculation as compared to the conventional method.
3. to give better understanding of mathematic and increase creativity and confidence in them to promote women empowerment.

The **content** of the program included

1. 16 essential sutras of Vedic Mathematics like- Ekadhikina purvana (One more than the previous one), Gunakasamuchyah (The factor of the sum is equal to the sum of the factors), Shesanyankena (The remainders by the last digit),



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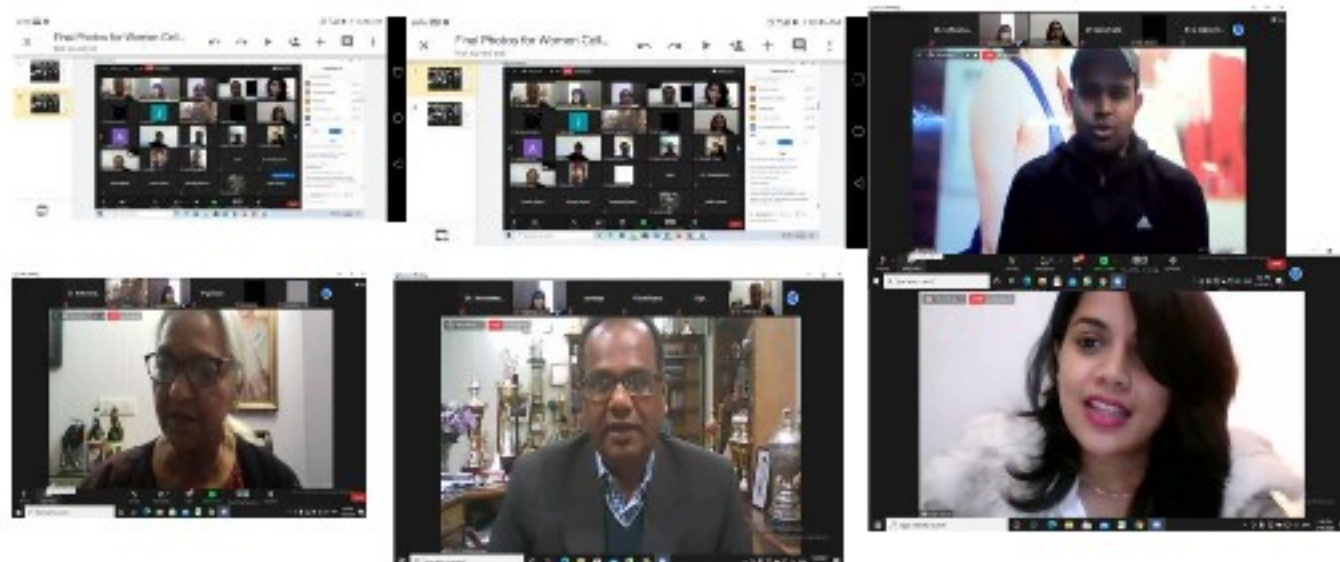
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Sankalana (By addition and subtraction), etc.

2. Many Techniques/Sutras to solve the mathematical arithmetic in easy and faster way.
3. 16 sutras (formulae) and 13 sub-sutras (sub-formulae) which can be used for problems involved in Arithmetic, algebra, geometry, calculus, conics etc.

**Outcome** of the Program was If nearly in future some confusion may occurred in oriented method of Mathematics solving, student can approach the same problem by Vedic method and it also improves the spiritual side of the student's personality. Solving problems and sum by Vedic method is much easier and quick by which student will be benefitted in the competitive exams.

4. *Women Cell organized one day Webinar on "Decoding the mind-body connection of Women in India" in collaboration with Sarvpriye Foundation, New Delhi on 16<sup>th</sup> January, 2021. The aim of the webinar was to create awareness among the students on the present scenario of health and hygiene of women in India. The resource persons were Dr. Veena Gupta, Oncologist, New Delhi and Mr. Sandeep, Certified trainer from Gold's & Ace (American Council on Exercises). Dr. Veena Gupta and Mr. Sandeep oriented the students on good menstrual hygienic practices such as the use of sanitary napkins; washing and cleaning; how to dispose of sanitary napkins, followed by precautions to be taken during the period, and dietary habits, so, as to enable them to lead a healthy reproductive life in future. The Students of the college attended this Webinar. It was a very interactive session.*



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5. Department of Zoology, St. Aloysius College Autonomous, Jabalpur, organized an Online Program on “**International Day of Zero Tolerance for Female Genital Mutilation**” under the promotion of Universal Values and Ethics on 6th February 2021. Sixty two students Registered in speech and poster competitions on various themes.



6. *Three Days Training Program On “Creative Best Out of Waste for Empowering Entrepreneurship”* organized by Women Cell in Collaboration with Entrepreneurship



*Development Cell, St. Aloysius College (Autonomous), Jabalpur, M.P. on 24<sup>th</sup> to 26<sup>th</sup> February, 2021. The aim of the training program was to provide training that how the students can use waste materials to make useful things. The trainers were Mrs. Anshu Agrawal, Pidilite, Jabalpur and Mr. Neelesh Mourya, Asst. Professor. With the growing increase in wastes in our society from households to industrial wastes, we require a very innovative approach to get rid of them. Recycling and reusing valuable waste material can result in the development of usable products. Rather than putting these waste materials into landfills, various innovative and creative ideas can be put together to bring something new and useful.*



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7. On the occasion of International Women's Day on 08 March 2021, dedicated to Women Empowerment, Naiduniya organized a



mother-daughter scooter rally in the city. This scooter rally was organized with a view to promote women's self-esteem, confidence, self-reliance, self-worth and independence. The rally started at 4 pm from the Civic Center and ended here in the college campus. The numbers of participants were 27.

8. Under the banner of Women Cell the Department of Economics organized Online PowerPoint Presentation Competition on **“Eminent Women Personality: Contribution towards Economy”** on the occasion of International Women's Day on 8<sup>th</sup> March, 2021. The aim of the celebration was to appreciate the Economic, Political, Social and Cultural achievements of women from all walks of life and their contribution in all Economic fields. The students presented different views on Eminent Women Personality. 21 students participated in this activity.



## Suggestions

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



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- The Women Cell is planning to provide medical facilities like counselling sessions and psychologist visits in the college.
- To Enhance Skill Development Program for Girls students
- Awareness Program of Government scheme
- Special Coaching Classes for Girls students to prepare Competitive Examination

## Recommendations

- For a healthy and fit life, Yoga Camps, Zumba and Aerobics classes should also be organized by the Women Cell.
- A meditation Centre should be established to deal with the everyday stress and anxieties of the Girls students.
- To spread the importance and ways for women empowerment and gender equality various Guest Lectures, Workshops and Seminars should be organized. These programmes will also provide a platform for female students to understand their unexplored skills and talents.
- To start a short-term course on Gender Sensitization and Women Rights with the objectives of increasing awareness about myths.

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