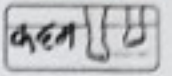




कदम



विप्लव युवा और विर्डी 2009
माए कोफे इन्टरनेशनल अवार्ड 2013
राष्ट्रीय पुरस्कार प्राप्त कदम का अद्वितीय नृत्य

■ मूल सोच- समग्र उत्तरदायित्व बोध ■

Gender Audit Certificate

2022-23

This certificate is issued following the successful completion of the Gender Audit for the academic year 2022-2023. The audit was conducted to assess the college's adherence to gender equality and the effectiveness of initiatives aimed at promoting gender equity and women's empowerment.

Key Highlights:

- Implementation of proactive gender equity initiatives, including educational workshops, awareness programs, and health campaigns.
- Effective functioning of the Women's Cell since 1997, promoting awareness of gender equity and empowering female students and faculty.
- Robust support structures like Anti-Ragging, Redressal and Grievance, and Anti-harassment committees ensuring a safe and supportive environment for all students.

Recommendations:

- Increase frequency of gender sensitization workshops.
- Establish a mentorship program connecting female students with alumni.
- Enhance safety measures and introduce emergency helpline services for improved campus security.



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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.

The report of Gender Audit of St. Aloysius College for the academic year 2022-23 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.

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



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The Gender Audit Report for the academic year 2022-23 provides a comprehensive overview of the initiatives, programs, and facilities aimed at promoting gender equity and women's empowerment at St. Aloysius College.

From an analytical standpoint, the report effectively categorizes various committees, facilities, and achievements, offering a structured insight into the college's gender-centric endeavors. The inclusion of quantitative data, such as enrollment profiles, achievements, and scholarship distributions, adds empirical weight to the narrative, allowing for objective assessment and benchmarking.

The delineation of programs and drives conducted by the Women's Cell showcases the institution's proactive approach towards addressing contemporary gender challenges. These initiatives, ranging from vaccination drives to technical training sessions, reflect a holistic strategy that encompasses health, education, awareness, and skill development.

Furthermore, the emphasis on faculty research & publication and student's academic achievements, with a specific focus on female contributions, underscores the institution's focus on academic excellence across genders.

Recommendations

1. **Gender Sensitization Workshops:** While the Women's Cell has been proactive in organizing awareness programs, there's a need for more frequent gender sensitization workshops for both male and female students. This will ensure that the entire student body is aligned with the institution's commitment to gender equity.
2. **Mentorship Programs:** Establish a mentorship program where successful female alumni can guide and mentor current female students. This will provide students with real-world insights and networking opportunities, further empowering them in their respective fields.
3. **Feedback Mechanism:** Implement a feedback mechanism for all gender-related initiatives. This will help in understanding the effectiveness of the programs and making necessary improvements.
4. **Collaboration with External Organizations:** Partner with NGOs and other external organizations that focus on women's empowerment. Such collaborations can bring in external expertise, resources, and a fresh perspective to the initiatives of the Women's Cell.
5. **Research and Development:** Encourage more research projects that focus on gender studies. This will not only contribute to academic excellence but also provide data-driven insights to further enhance gender equity initiatives.



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6. **Safety and Security:** While the report mentions security measures in the hostel, it's crucial to ensure that safety and security protocols are in place throughout the campus, especially during late hours. Consider introducing safety apps or emergency helplines for students.
7. **Inclusive Curriculum:** Review the academic curriculum to ensure that it is gender-inclusive. Introduce courses or modules that focus on gender studies, women's rights, and related topics to foster a deeper understanding of gender issues among students.
8. **Implementing these recommendations** can further strengthen the institution's commitment to gender equity and women's empowerment.



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Gender Audit Report 2022-23

“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

In 1997, the institution established the "Women Cell" under the guiding principle: "Duty ensures tasks are executed proficiently, but love elevates their execution to excellence." The cell operates with a clear mission: "Empower women to foster a more equitable and just society." Its vision is to position the cell as a distinguished platform dedicated to the holistic development of its members, enabling them to contribute positively to societal betterment.

The Women Cell has delineated several key objectives:

- Promote awareness of gender equity among students.
- Facilitate a paradigm shift in students' perceptions and attitudes concerning women's roles and rights.
- Stimulate active participation from female students, cultivating responsible and value-driven leadership.
- Champion the ideals of social and economic gender equality, as enshrined in the Indian Constitution, through community service initiatives.
- Engage with rural women, enlightening them about their legal and social rights, and empowering them to counteract gender-based violence and discrimination.
- Instill core values, raise awareness, and foster leadership qualities within cell members.

Furthermore, the Women Cell emphasizes the importance of hygiene, striving to maintain a salubrious environment within and surrounding the academic institution. It equips its members with knowledge about their legal entitlements and mechanisms for grievance redressal. Periodically, the cell organizes seminars and lectures, inviting experts and distinguished speakers



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to address topics such as preventing violence against women, addressing workplace sexual harassment, and promoting health and hygiene.

Committees

1. **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.

2. **Redressal and Grievance Committee:** The students are the main stakeholders in any institution imparting education, and it is our endeavour 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, Victimization, Attendance, fees etc.
- Grievance regarding 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.



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- 3. 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.

Facilities for Girls in Campus

- 1. 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.
- 2. 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.
Football, Handball, Volleyball, Cricket, Chess, Badminton, Table tennis, Kho-kho, Kabaddi, Hockey, Wrestling, Judo, Track & field events, Cross country race
- 3. Cultural:** The cultural committee comprises of 90% woman staff who motivate and prepare women student for competing in cultural events at all levels.
- 4. 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 sensitized towards the issues of women foeticide, AIDs awareness and the girls are motivated to join these units
- 5. 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.
- 6. Girls Washroom:** The washrooms for girls have been refurbished with modern amenities with clean environment. All the facilities are available in the Girls' Washroom.



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7. **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.
- The ambience of women Hostel is much secured.
 - To ensure students participation in the housekeeping of the hostel and to maintain discipline, the students' representatives are appointed.
 - The warden Sr. Mercitta of the hostel provides home like atmosphere to the girls.
 - 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.
 - Hostel management takes the responsibility for the sick students, provide the vehicle to take the student to the hospital and also accompany them.
 - Security guard is present for 24 hrs.
 - Indoor and outdoor game facilities are provided in the hostel like caroms, chess, badminton court, table tennis court etc.
 - 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 Cs |



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8. Gender Balance in Enrollment of Profile (Student Profile)

| S. No | Category | Years | 2022-23 |
|-------|---------------------|--------|---------|
| 1. | Students | Male | 2610 |
| | | Female | 2895 |
| | | Total | 5505 |
| 2. | Teaching Staff | Male | 28 |
| | | Female | 84 |
| | | Total | 112 |
| 3. | Non -Teaching Staff | Male | 30 |
| | | Female | 09 |
| | | Total | 39 |

9. Outstanding Achievements of Girls: Sports

| National | | International | |
|----------|--------|---------------|--------|
| Male | Female | Male | Female |
| 27 | 17 | -- | 03 |

International Level

| Year | Medal | Male | Female | % of Female |
|---------|--------|------|--------|-------------|
| 2022-23 | Gold | 0 | 3 | 100% |
| | Silver | - | - | - |
| | Award | - | - | - |

National Level

| Year | Medal | Male | Female | % of Female |
|---------|--------|------|--------|-------------|
| 2022-23 | Gold | 03 | 06 | 66.67% |
| | Silver | 01 | 07 | 87.50 % |
| | Bronze | 02 | 05 | 71.43% |

Khelo India University Games

| Year | Medal | Male | Female | % of Female |
|---------|--------|------|--------|-------------|
| 2022-23 | Gold | -- | 02 | 100% |
| | Silver | -- | - | - |
| | Bronze | -- | 01 | 100% |

All India University

| Year | Medal | Male | Female | % of Female |
|---------|--------|------|--------|-------------|
| 2022-23 | Gold | - | 05 | 100% |
| | Silver | - | 05 | 100 % |
| | Bronze | 03 | 03 | 50% |



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NCC

| Year | RDC | NSC | YEP | TSC | Group Level Best Cadet Award | Unit Level Best Cadet Award | Defence Secretary Commendation | CM Commendation |
|---------|------------|-----|-----|-----|------------------------------|-----------------------------|--------------------------------|-----------------|
| 2022-23 | F-3 M-2 | F-3 | - | - | - | F-01 | F-01 | F-02 M-03 |

NSS

| Year | District level RDC | State level Camp | National Level Camp |
|---------|--------------------|------------------|---------------------|
| 2022-23 | - | - | F-01 |

Placement record

| Year | No. of students (Female) | No. of students (Male) | Total | Total % of Female |
|---------|--------------------------|------------------------|-------|-------------------|
| 2022-23 | 48 | 30 | 78 | 61.5% |

10. Student Support and Scholarship

College level Scholarships

| Year | Student Aid Fund | Merit Scholarship | Sports Scholarship | Cultural Scholarship | NCC Scholars hip | Poor Girl Child Scholarship |
|---------|------------------|-------------------|--------------------|----------------------|------------------|-----------------------------|
| 2022-23 | M - 24 | M - 4 | M- 45 | M- 4 | M - 4 | M - 0 |
| | F - 33 | F - 19 | F- 21 | F- 10 | F - 3 | F - 11 |
| Amount | 382180 | 68220 | 515502 | 78763 | 35918 | 91220 |

Government Scholarships

| Year | National Scholarship Portal | Prime Minister Special Scholarship Scheme | Post Metric Scholarship Portal 2.0 | Mukhyamantri Medhavi Vidyarthi Yojna | Mukhyamantri Kalyan Yojna | Gaon Ki Beti | Pratibha Kiran Yojna | (MPTA AS) Madhya Pradesh Tribal Affairs Automation System | MP Awaas Sahayata Yojna | Total % of Financial Assistance |
|---------|-----------------------------|---|------------------------------------|--------------------------------------|---------------------------|--------------|----------------------|---|-------------------------|---------------------------------|
| 2022-23 | | | | | | | | | | |



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| I | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|-------|----|---|-----|-----|----|---|---|-----|----|------|
| F | 47 | 4 | 65 | 467 | 41 | 4 | 5 | 180 | 1 | 814 |
| M | 40 | 2 | 52 | 289 | 45 | 0 | 0 | 197 | 5 | 630 |
| Total | 87 | 6 | 117 | 756 | 86 | 4 | 5 | 377 | 6 | 1444 |

11. Faculty Research & Publication

| Year | Male | Female | Total | Total % of Female |
|---------|------|--------|-------|-------------------|
| 2022-23 | 06 | 28 | 34 | 82.35% |

12. Student's academic achievement Gold medalist

| Year | Male | Female | Total | Total % of Female |
|---------|------|--------|-------|-------------------|
| 2022-23 | 04 | 36 | 40 | 90% |

Programs and drives

The Women's Cell has been actively involved in fostering a just and equitable society. Their endeavors in the academic year 2022-23 encompassed a diverse range of programs and lectures:

Vaccination Drive (12th July, 2022) was organized under the aegis of the Women's Cell in partnership with the NSS. The initiative was designed to facilitate vaccination for the unvaccinated segment of the college community. A total of 71 students were successfully inoculated during this drive.



Educational Initiative(12th August, 2022):

The Women's Cell, in partnership with the Mathematics Department of St. Aloysius College, conducted a "Vedic Mathematics" seminar for 30 female students. The session aimed to equip attendees with efficient Vedic mathematical techniques to enhance problem-solving capabilities.



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Awareness Initiative: On 22nd September, the Women's Cell of St. Aloysius College conducted an awareness program attended by 147 students. The session's primary focus was to enlighten participants about societal challenges faced by women,



emphasizing empowerment and the pursuit of an egalitarian society. Additionally, the program underscored the pivotal role and status of women in developmental processes.

Sanitization Awareness Program: From 12th to 14th October, the Women's Cell of St. Aloysius College facilitated a Sanitization Awareness Program. The initiative aimed to disseminate knowledge on health and hygiene practices. Targeted primarily at the institution's faculty and female student body, the program underscored the importance of maintaining a sanitized environment within the academic setting.



International Women's Day: To commemorate International Women's Day on 8th March, 2023, the Women's Cell hosted a Speech Competition centered on the theme "Women Empowerment in India." The competition aimed to foster awareness regarding the current landscape of female entrepreneurship in India. The event saw enthusiastic participation from 28 students.



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Technical Training: On 11th March, 2023, the Women's Cell, in association with the Computer Science Department, facilitated a two-day training session on "Website Design." The workshop was led by Mr. Swapnil Justin and Mr. Yohan Johan Yadav.

The primary objective was to equip women students with foundational knowledge in website design, enhancing their technical proficiency. The curriculum was structured to enable students to identify web design intricacies and diagnose potential anomalies. The program successfully imparted valuable skills to 35 participating students.

The Women Cell of St. Aloysius College, stands as a testament to the institution's commitment to gender equity and women's empowerment. With a clear mission and vision, the cell has consistently worked towards creating an environment that fosters holistic development, awareness, and active participation. Collaborative efforts with various departments and external entities have amplified their reach and impact.



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