

Gender Audit Report

**Prepared by
Women's Studies Centre
Tripura University
(A Central University)**

Conceptual Framework and Editing

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Director, Women's Studies Centre
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Proceedings of the Gender Audit held on 18.09.2023 at 12:00 pm in the Women's Studies Centre, TU.

Members Present

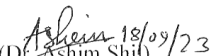
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|--|------------------|
| 1. Prof. Memcha Loitongbam
Director, IQAC, Manipur University | Chairperson |
| 2. Mrs. Barnali Goswami
Chairperson, Tripura Commission for Women | External Member |
| 3. Dr. Tinku De (Gope)
Associate Professor, Dept. of Education, TU | Member (coopted) |
| 4. Dr. Ashim Shil
Research Associate, Women's Studies Centre, TU | Member (coopted) |
| 5. Prof. Paramita Saha
Professor, Department of Economics
& Director, Women's Studies Centre, TU | Convener |

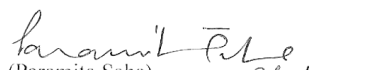
At the outset Director, WSC welcomed the honorable members of the Gender Audit Committee and placed the Gender Audit Reports 2021-22 and 2022-2023 and the previous reports before the team. After a thorough discussion of the same and interaction with the students, teachers and staff of the University the Gender Audit Reports 2021-22 is approved with the following recommendations.

1. Participation of female teachers in academic activities like participation in conferences seminars, workshops, FDPs may be encouraged.
2. More gender equality initiatives should be undertaken through WSC, ICC, and Departments with required support from the University authority.
3. Adequate representation of female teachers and employees in administrative and academic committees should be ensured.


(Prof. Memcha Loitongbam)


(Mrs. Barnali Goswami)


(Dr. Ashim Shil)


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(Dr. Tinku De (Gope))

Gender Audit Report

(2021-22)

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GENDER AUDIT REPORT

2021-22

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GENDER AUDIT REPORT

2021-22

1. Introduction

The Gender audit Report 2021-22 follows the same format as the previous reports (2015-20, 2020-21) and provides an idea of gender balance in the institution on the basis of data for the year 2021-22. It also documents the institutional initiatives for building awareness for gender issues and for creating a gender friendly environment. The report contains 11 tables and 5 figures as mentioned in the list of Tables and Figures. In addition to the gender balance indicators like the proportion of girl students in different faculties, in different communities, academic performance of students are also considered as indicated by the success rate in the final semester examination of both male and female PG students. An interesting addition is made in the present report on the proportion of students scoring CGPA 6 and above, in final semester examination for male and female students. Maternity and child care leave for women employees are important for promoting work life balance as is paternity leave. In documentation of gender friendly initiatives in the workplace, information on paternity leave are included in the present report. The report also provides a brief account of the activities of WSC.

2. Gender Balance in Students' Access to Higher Education

The number of male and female students enrolled in different courses in different semesters in the year of 2021-22 are presented in Table 1.

The proportion of female and male students in total students enrolled are calculated and shown in Figure 1. The proportion of female students is slightly higher, i.e., more than fifty per

cent. The gender ratio is defined as female students per one thousand male students enrolled.

In 2021-22, gender ratio is 1136.41 (*i.e.* $2191/1928 * 1000$ based on Table 1).

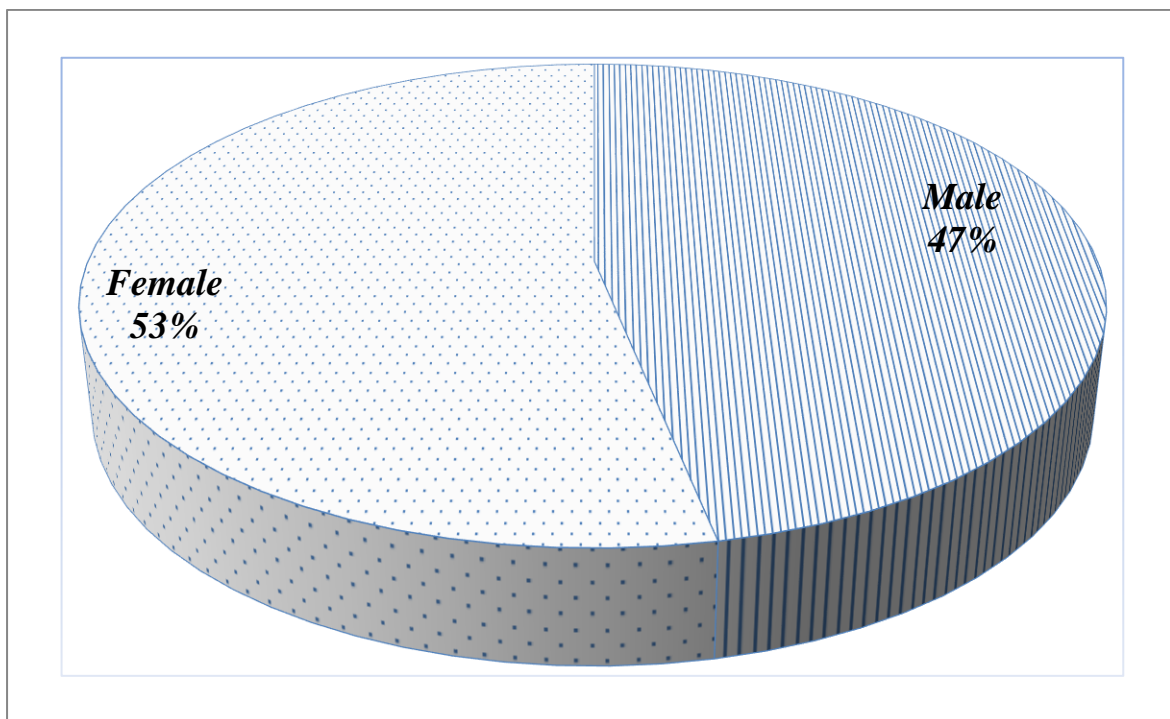
Table 1: Total Students Enrolled in 2021-2022 (Odd Semester)

Programme Name	Female	Male	Total
PG	1617	1309	2926
IMD	365	330	695
Others	209	289	498
Total	2191	1928	4119

Source: All India Survey on Higher Education 2021-22

Note: PG= Post Graduate, IMD= Integrated Masters Degree, Others= UG+ B.Tech+ Diploma

Figure 1: Proportion of Male and Female Students Enrolled



Source: Based on Table 1

3. Inclusion of Women belonging to different Social categories in Higher Education

It is interesting to look at the male - female composition of students in all the social categories separately in order to have an idea about the impact of inclusive policies on women belonging to those. This enables us to understand the gender balance within the social categories, that is, the position of female students belonging to different social categories vis-a vis their male counterpart, (Table 2). It is observed that more than 50 percent students are female in all the social category except EWS and PWD category.

Table 2: Social Category of Students, 2021-22

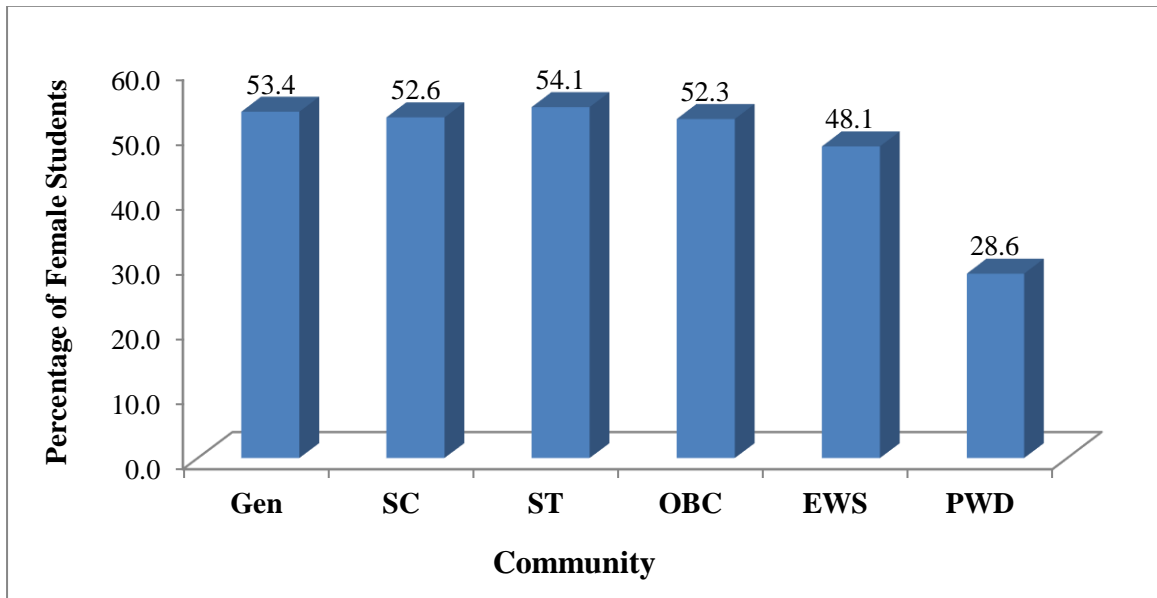
Category		Female	Male	Total
Reserved	SC	317 (52.57)	286 (47.43)	603 (100.00)
	ST	942 (54.14)	798 (45.86)	1740 (100.00)
	OBC	293 (53.32)	267 (47.68)	560 (100.00)
	EWS	51 (48.11)	55 (51.89)	106 (100.00)
	PWD	06 (28.57)	15 (71.43)	21 (100.00)
Total Reserved		1609 (53.11)	1421 (46.89)	3030 (100)
Un Reserved (Gen)		582 (53.44)	507 (46.56)	1089 (100.00)
Total (Reserved + Un Reserved)		2191 (53.19)	1928 (46.81)	4119 (100.00)

Source: Central University Portal

It is important to understand that, women are a heterogeneous group and the extent of impact of any development initiative are likely to be different for women belonging to different social and caste groups. Inter connectedness of caste, community and gender is an issue which needs to be adequately studied. Figure 2 shows the proportion of female students belonging to different social categories in the year of 2021-22. It is observed that highest proportion of

female students belong to the scheduled tribe (ST) category followed by General and lowest in PWD.

Figure 2: Female in Social Category in 2021-22 (in per cent)



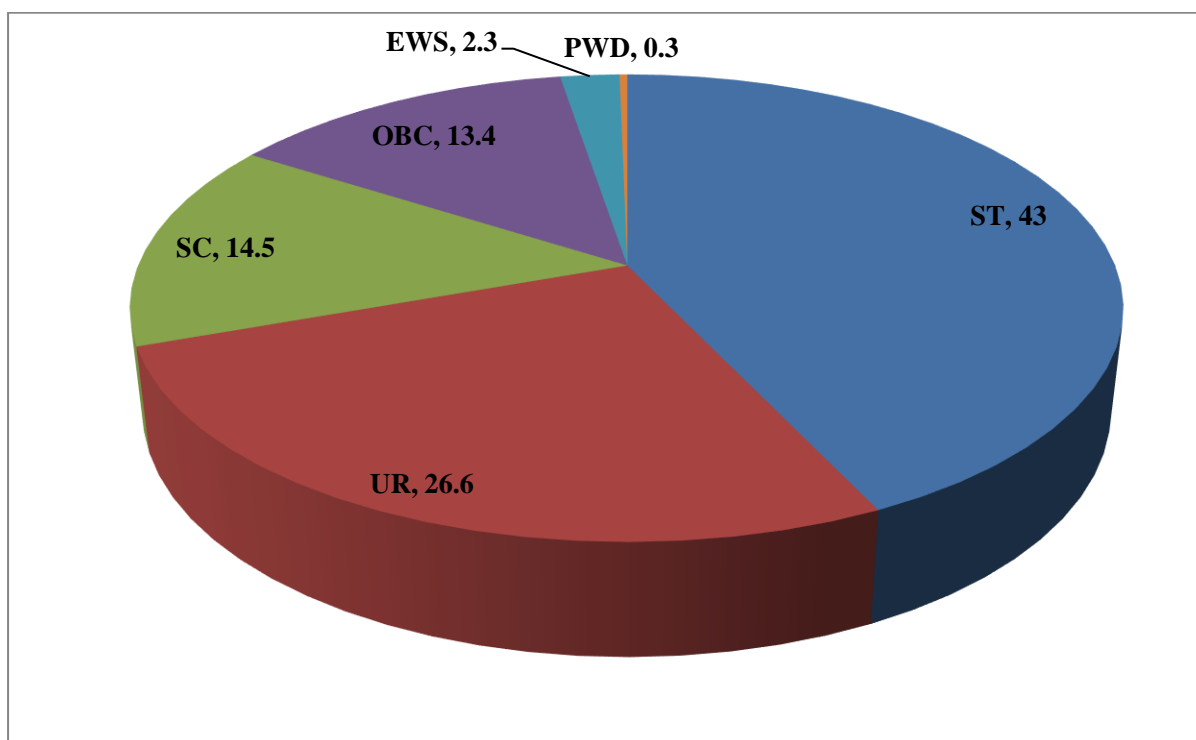
Source: Based on Table 2

Table 3: Social Category of Female Students in 2021-22

Category		Female Students	Female Students (in %)
Reserved	SC	317	14.5
	ST	942	43.0
	OBC	293	13.4
	EWS	51	2.3
	PWD	06	0.3
Total Reserved		1609	73.43
Total Un reserved		582	26.56
Total (Reserved + Unreserved)		2191	100

Source: Central University Portal

Figure 3: Social Category of Female Students in 2021-22 (in percent)



Source: Based on Table 3

4. Students' Performance: A Gender Perspective

4.1 Success Rate of Male and Female Students in Post Graduate Courses

It is important to look into the gender aspects of outcome variables, in order to obtain an idea about the institutional approach towards the academic achievements of female students. For this purpose, the success rate of female students in the Master's Degree Programmes in the two faculties, are compared in this section. Progression and access of female students to research are also discussed here.

The data on students appearing in the final Semester (IV) examination of Master Degree Courses in Science and Arts & Commerce, and number of students passed are used to calculate the success rate among male and female students as given in Table 4. It is observed that success rate of female students marginally exceeds that of male students in both the faculties for the

year. Moreover, in case of Arts & Commerce the success rate of female students is very high in comparison to male students.

Table 4: Success Rate of Male and Female Students during 2021-22

Faculty	Female	Male
PG Arts & Commerce	99.32	94.20
PG Science	100.00	99.51
Both faculties	99.50	96.37

Sources: Academic Section

Table 5 shows that number of students having CGPA 6 and above in final year examination for the year of 2021-22. It is observed that proportion of female students having CGPA 6 and above is high in case of faculty of arts & Commerce and it is low in case of science during 2021-22.

Table 5: Students with CGPA 6 and above in PG Final Semester during 2021-22

Faculty	Male	Female	Total
Arts and commerce	256 (38.21)	414 (61.79)	670 (100)
Science	196 (55.21)	159 (44.79)	355 (100)
Both faculties	452 (44.10)	573 (55.90)	1025 (100)

Sources: Academic Section

Note: Parenthesis shows percentage

4.2. Access of Female Students to Research

Numbers of male and female scholars admitted to Ph.D. course in the University in the year 2021-22 are presented in Table 6. It is observed that proportion of female scholars admitted to Ph.D. Course is higher in comparison to male scholars.

Table 6: Ph. D Admission in 2021-22

Gender	No. of Ph.D. Scholars	Percentages
Male	38	45.78
Female	45	54.22
Total	83	100

Source: Academic Section

Table 7: Ph.D. Awarded in Different Faculties during 2021-22

Faculty	Female	Male	Total
Arts and Commerce	20 (57.14)	15 (42.86)	35 (100)
Science	12 (42.86)	16 (57.14)	28 (100)
Total	32 (50.79)	31 (49.21)	63 (100)

Source: Academic Section

Table 7 shows that number of male and female Ph.D. scholars awarded in different faculties in the last year. It is observed that proportion of female scholars awarded Ph.D. degree is higher in the faculty of Arts and Commerce in compared to the faculty of Science.

5. Faculty Participation in Academic Activities

Extent of participation of teachers in academic activities are reflected in various publications, participation in conference seminars and workshops, acting as invited resource persons and participation in various faculty development programmes. Gender disaggregated data on

publications are not recorded in the Annual Report 2021-22. Hence information regarding activities other than publications are presented in Table 8 below with the average noted in the parentheses.

Table 8: Participation in Academic Activities during 2021-22

Activities	Female	Male	Total
No. of Conferences/ Seminars/ Workshops Attended	53 (1.6 per female teacher)	261 (2.2 per male teacher)	314 (2.07 per teacher)
No of Invited Talks delivered	73 (2.21 per female teacher)	179 (1.51per male teacher)	252 (1.66 per teacher)
No of FDP/ Refresher Courses attended	14	21	45

Source: Annual Report 2021- 22

6. Gender Balance among Teachers

Among 151 teachers in the Academic Departments 33 that is more than 21 percent are female. While 30 per cent of male teachers are at Professor Level only 18 percent of female teachers reached that level. Seventy two percent of female teachers are at assistant professor level.

Table 9: Gender Balance among Teachers

Level	Female	Male	Total
Professor	6 (14.63)	35 (85.36)	41 (100)
Associate Professor	3 (15.79)	16 (84.21)	19 (100)
Assistant Professor	24 (26.37)	67 (73.53)	91 (100)
Total	33 (21.85)	118 (78.15)	151 (100)

Source: Annual Report 2021- 22

7. Work Life Balance

Being able to balance work and life is essential for success of both women and men. A proactive approach towards ensuring employees' work-life balance goes a long way towards creating a gender friendly environment and promotion of gender equality within the organization. Provisions of paid maternity leave and leave for care responsibilities are two basic policy measures considered to be instrumental for work participation of women. Women employees, (both teaching and non-teaching) of Tripura University are entitled to enjoy paid maternity leave and child care leave. These are included in the leave rules of the University, in conformity with UGC directives in this regards, and are modified following the recommendations of Central Pay Commission from time to time.

Maternity leave and child care leave enjoyed by the employees of Tripura University are presented in Table 10. Regarding child care leave, data was available for sanctioned leave only. Instances when application for child care leave was not granted are not available on record.

Table 10: Maternity leave and Child care leave during 2021-22

Year	Teaching		Non-Teaching	
	Number	Days	Number	Days
Maternity leave	3	202	2	163
Child Care leave	6	146	5	348

Source: Based on Office Records, Registrar Branch

8. Highlights of Core Activities of WSC during 2021-22

8.1. Online lectures on Gender related issues:

- A.** The Women's Studies Centre organised a lecture series on **Gender related issues in North East India** on 8th Feb. 2022. Eminent scholar and activists delivered lectures on different gender related issues. Around 70 (seventy) participants, including students, scholars and faculty members of Tripura University and other Universities were participated. The programme was divided into two sessions, including inaugural and two lectures. The Hon'ble Vice chancellor of Tripura University Prof. Ganga Prasad Prasain was the Chief Guest of the programme. Prof. Vijaylakshmi Brara, eminent sociologist and gender studies specialist spoke on **Gender issues in North East India**. Ms. Pallabi Ghosh, Social Activist, Working on Human Trafficking expressed her thought and experiences on **Human Trafficking in North east region especially in Tripura**.
- B.** On 11th February, 2022 the Women's Studies Centre, Tripura University organised two online lectures on **The Nature and Its Feminine Principles – A Story of Reciprocal Dependence, From Indian Traditional Perspective** by Prof. Sudeshna Bhattacharjya from Department of Sanskrit, Guwahati University and **Role of Women During Pandemic in Manipur** by Prof. Robita Sorokhaibam from

Department of Commerce, Manipur University (A Central University).

- C. A special lecture on **Marginalization of Refugee Women: A Case Study of Northeast India**, organised by the Women's Studies Centre on 16th February, 2022. Dr. Anindita Ghoshal, Associate Professor Department of History at Diamond Harbour Women's University, West Bengal was the main speaker of the programme. Around 60 (sixty) participants including students, scholars and faculty members of Tripura University and other Universities were participated and interacted with the speaker.
- D. Dr. Swati Ghosh, Professor of Economics and the Director of the Women's Studies Centre of Rabindra Bharati University, West Bengal delivered an online talk on **Sex Workers' Movement and the Question of Agency** on 18th February, 2022. Faculty members, research scholars and social activists participated and enquired their queries during the question answer session of the programme.
- E. Women's Studies Centre, Tripura University organized an online lecture on **Sexual Harassment at Work: Evidence from Australian Workplace** on 16th March, 2022. Dr. Madhumita Iyengar, Founding Chair of Initiatives for Women In Need (IWIn) and also a Senior Policy Advisor with the Australian Government focused her view on this topic.

8.2. International Women's Day observation

On 8th March, 2022 the Women's Studies Centre observed the International Women's day on Blended Mode. More than hundred (100) persons participated both online and offline. The programme was divided into two sessions. The Hon'ble Vice chancellor of Tripura University Prof. Ganga Prasad Prasain was the Chief Guest of the programme. In the first session the first **Gender Audit Report 2015-2020** of Tripura

University prepared by the WSC, TU was presented. Prof. Sanchari Roy Mukherjee, Hon'ble Vice Chancellor, Dakshin Dinajpur University was the distinguished speaker who delivered an online lecture on **Sexual harassment issues in Higher Educational Institutions.**

8.3. Computer Skill Development Programme for Rural Women:

As part of our Extinction Activity a two week Computer Skill Development Programme for Rural Women was conducted by the Women's Studies Centre, from 17th to 30th March 2022. The purpose of the programme was to provide Computer Education to the women from all sections of the society. Through this 'Computer Skill Development Programme for Rural Women' eight (8) women have been trained on basic computer skill like word, excel, designing, internet surfing, html, Photoshop, access of E-mail, etc.

8.4. Training on Self Defence for Female Students and Scholars of Tripura University

Three Day training cum workshop on Self Defence for female students and scholars in collaboration with Dept. of Physical Education of Tripura University has been organised by the Women's Studies Centre from 15-17th March 2022. Around fifty (50) Student and Research scholars participated in the workshop. The participants learned the art of self-defence with simple resources and household things available with women in different situations along with defending with simple Judo techniques. The workshop developed immense confidence to the female research scholars and students of the University.

Conclusions and Recommendations

The Gender Audit Report shows that the proportion of female and the Gender Ratio at admission in Tripura University has increased compared to the earlier years. The success ratio of female students as compared to the male students is higher. As regards progression to higher studies the data for the Ph.D admission evidences that females account for 54.22 percent. Participation of female teachers in academic activities such as conferences, workshops, seminars, is less than male teachers. However, number of invited talks or lectures by female teachers on average is higher for female teachers. The gender balance among Teachers at all levels is adverse and more so at the higher levels.

The Women's Studies Centre, Tripura University is actively engaged in promoting gender equality through gender sensitisation programmes, such as special lecture series, observance of International Women's Day, imparting skills like computer applications to female students, self-defence training for students and staff etc.

Based on the above the following recommendations are made.

1. Participation of female teachers in academic activities like participation in conferences seminars, workshops, FDPs may be encouraged.
2. More gender equality initiatives should be undertaken through WSC, ICC, and Departments with required support from the University authority.