

Gender Audit Report

2022- 2023

**Gender Audit Report Prepared by
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Tripura University
(A Central University)**

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GENDER AUDIT REPORT

2022-23

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1. Introduction

The Gender audit Report 2022-23 follows the same format as the previous reports (2015-20, 2020-21 and 2021-22) and provides an idea of gender balance in the institution on the basis of data for the year 2022-23. It also documents the institutional initiatives for building awareness for gender issues and for creating a gender friendly environment. The report contains 10 tables and 3 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. 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 and 2022-23 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 for both 2021-22 and 2022-23. Gender ratio defined as number of female students per one thousand male students enrolled, is 1136.41 in 2021-22 and 1205.88 in 2022-23.

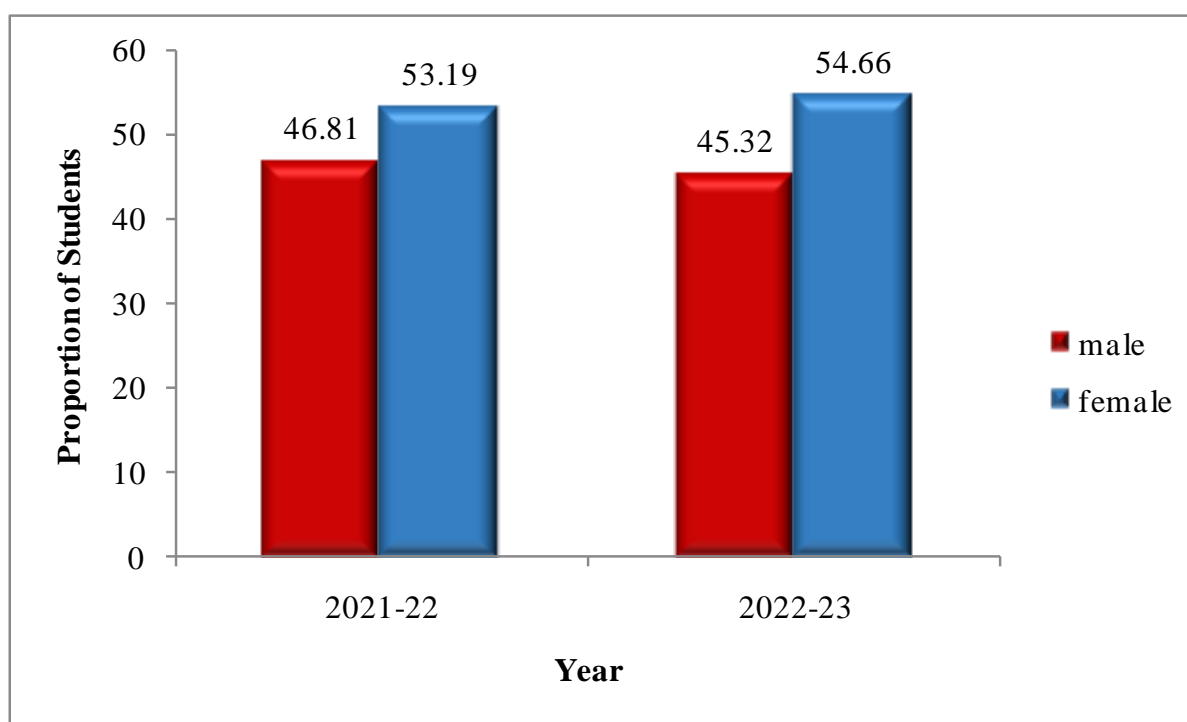
Table 1: Total Students Enrolled in 2021-22 & 2022-23 (Odd Semester)

Programme Name	2021-22			2022-23			
	Female	Male	Total	Female	Male	Transgender	Total
PG	1617	1309	2926	1968	1501	0	3469
IMD	365	330	695	433	374	1	808
Others	209	289	498	182	267	0	449
Total	2191	1928	4119	2583	2142	1	4726

Source: Central University Portal

Note: PG= Post Graduate, IMD= Integrated Masters Degree, Others= UG+ Certificate

Figure 1: Male and Female Students Enrolled during 2021-22 and 2022-23



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. In 2021-22 and 2022-23, more than 50 percent students in all social categories, except EWS and PWD are female (Table 2).

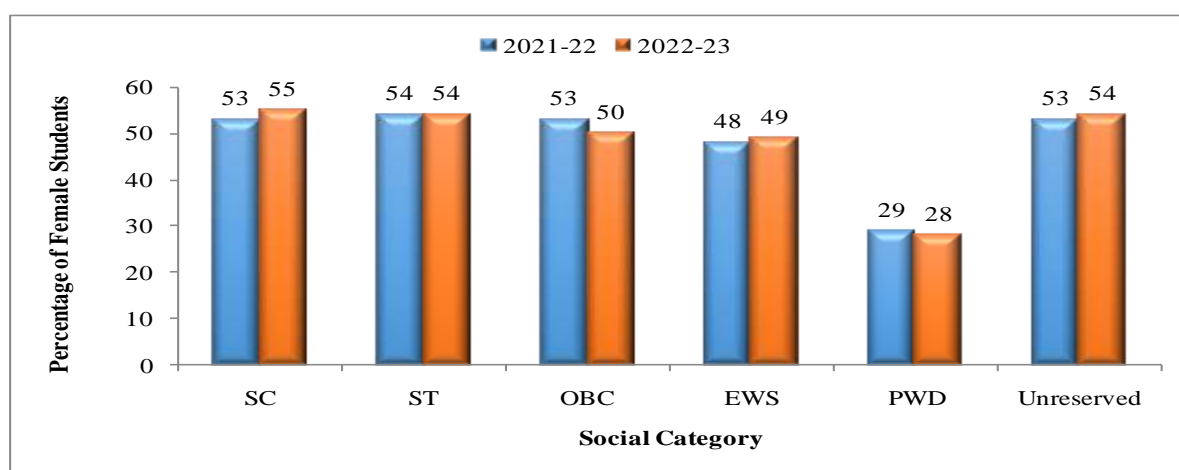
Table 2: Social Category of Students, (2021-22 & 2022-23)

Category		2021-22			2022-23		
		Female	Male	Total	Female	Male	Total
Reserved	SC	317 (52.57)	286 (47.43)	603 (100.00)	411 (55.02)	336 (44.98)	747 (100.00)
	ST	942 (54.14)	798 (45.86)	1740 (100.00)	1166 (53.81)	1001 (46.19)	2167 (100.00)
	OBC	293 (53.32)	267 (47.68)	560 (100.00)	373 (50.13)	371 (49.87)	744 (100.00)
	EWS	51 (48.11)	55 (51.89)	106 (100.00)	75 (49.34)	77 (50.66)	152 (100.00)
	PWD	06 (28.57)	15 (71.43)	21 (100.00)	9 (28.13)	23 (71.86)	32 (100.00)
Total Reserved		1609 (53.11)	1421 (46.89)	3030 (100)	2034 (52.94)	1808 (47.06)	3842 (100.00)
Unreserved		582 (53.44)	507 (46.56)	1089 (100.00)	775 (54.20)	655 (45.80)	1430 (100.00)
Total (Reserved + Unreserved)		2191 (53.19)	1928 (46.81)	4119 (100.00)	2809 (53.28)	2463 (46.72)	5272 (100.00)

Source: Central University Portal

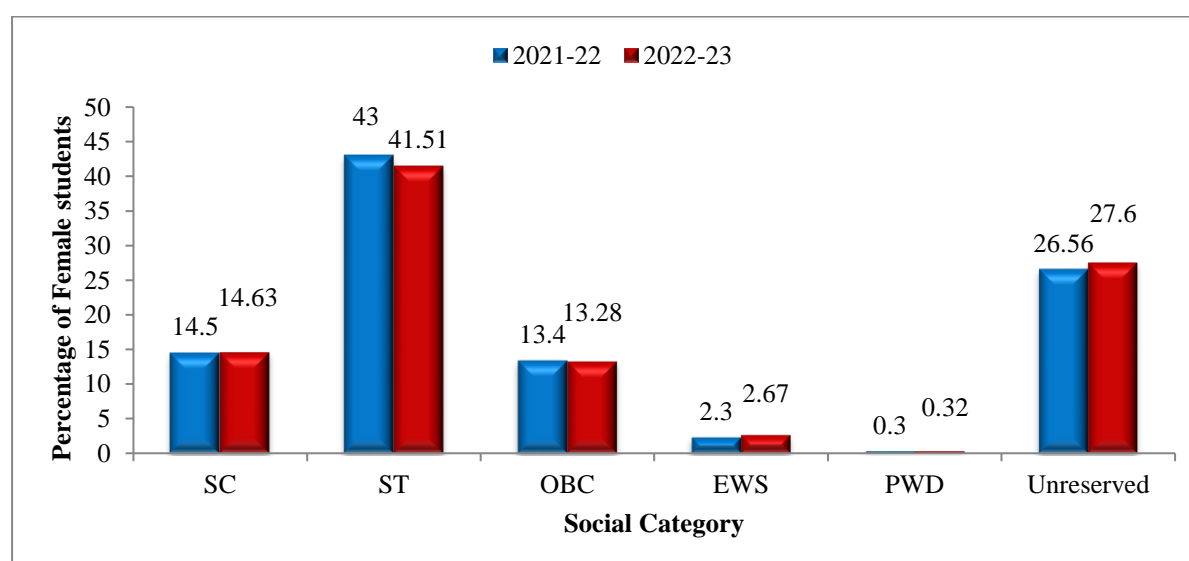
It is important to understand that, women are a heterogeneous group and the extent of impact of any development initiative are likely to be different for women belonging to different social and caste groups. Inter connectedness of caste, community and gender is an issue which needs to be adequately studied. Figure 2 shows the proportion of female students belonging to different social categories in the year of 2021-22 and 2022-23. It is observed that highest proportion of female students belong to the scheduled tribe (ST) category followed by General and lowest in PWD for both 2021-22 and 2022-23.

Figure 2: Female in Social Category in 2021-22 and 2022-23 (in per cent)



Source: Based on Table 2

Figure 3: Social Category of Female Students in 2021-22 and 2022-23 (in percent)



Source: Based on Table 3

Table 3: Social Category of Female Students in 2021-22 &2022-23

Category		2021-22	2022-23
Reserved	SC	317 (14.5)	411 (14.63)
	ST	942 (43.0)	1166 (41.51)
	OBC	293 (13.4)	373 (13.28)
	EWS	51 (2.3)	75 (2.67)
	PWD	06 (0.3)	9 (0.32)
Total Reserved		1609 (73.43)	2034 (72.41)
Total Unreserved		582 (26.56)	775 (27.60)
Total (Reserved + Unreserved)		2191 (100)	2809 (100)

Source: CU Portal

4. Students' Performance: A Gender Perspective

4.1. Access of Female Students to Research

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, progression and access of female students to research are discussed here.

Numbers of male and female scholars admitted to Ph.D. course in the University in the year 2021-22 and 2022-23 are presented in Table 4. It is observed that in 2021-22, proportion of female scholars admitted to Ph.D. Course is higher in comparison to male scholars whereas in

2022-23 the proportion of male scholars admitted to Ph.D. Course is higher in comparison to female scholars.

Table 4: Ph.D Admission in 2022-23

Gender	2021-22	2022-23
Male	38 (45.78)	55 (59.78)
Female	45 (54.22)	37 (40.22)
Total	83 (100.00)	92 (100.00)

Source: Academic Section

Table 5: Ph.D. Awarded in 2021-22 &2022-23

Faculty	2021-22			2022-23		
	Female	Male	Total	Female	Male	Total
Arts and Commerce	20 (57.14)	15 (42.86)	35 (100)	14 (43.75)	18 (56.25)	32 (100.00)
Science	12 (42.86)	16 (57.14)	28 (100)	10 (41.67)	14 (58.33)	24 (100.00)
Total	32 (50.79)	31 (49.21)	63 (100)	24 (42.86)	32 (57.14)	56 (100.00)

Source: Academic Section

Table 5 shows that number of male and female Ph.D. scholars awarded in different faculties in 2021-22 and 2022-23. 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 for both the years.

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 6 below with the average noted in the parentheses.

Table 6: Participation in Academic Activities during 2021-22

Activities	2021-22		
	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 (2.21per female teacher)	179 (1.51per male teacher)	252 (1.66per teacher)
No of FDP/ Refresher Courses attended	14	21	45

Source: Annual Report 2021- 22, Annual Report 2022-23 is not available

6. Gender Balance among Teaching and Non-Teaching Staff

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. Minor changes in the number and proportion of female teachers at different levels are observed in 2022-23.

Table 7: Gender Balance among Teachers

Level	2021-22			2022-23		
	Female	Male	Total	Female	Male	Total
Professor	6 (14.63)	35 (85.36)	41 (100.00)	6 (15.79)	33 (86.84)	38 (100.00)
Associate Professor	3 (15.79)	16 (84.21)	19 (100.00)	3 (16.67)	15 (83.33)	18 (100.00)
Assistant Professor	24 (26.37)	67 (73.53)	91 (100.00)	22 (31.43)	70 (76.09)	92 (100.00)
Contractual Basis	NA	NA	NA	0 (0)	4 (100.00)	4 (100.00)
Guest Faculty	NA	NA	NA	35 (60.34)	23 (39.66)	58 (100.00)
Total	33 (21.85)	118 (78.15)	151 (100.00)	66 (31.43)	145 (69.05)	210 (100.00)

Source: Annual Report 2021- 22, Office Records, Registrar Branch

Table 8: Gender Balance among Non- Teaching Employees during 2022-23

Category		Female	Male	Total
Regular Employees	Group- A	1 (6.25)	15 (93.75)	16 (100.00)
	Group- B	6 (22.22)	21 (77.78)	27 (100.00)
	Group- C	30 (22.90)	101 (77.10)	131 (100.00)
	Total (Group- A+ Group- B+ Group- C)	37 (21.26)	137 (78.74)	174 (100.00)
Contractual		28 (36.84)	48 (63.16)	76 (100.00)
Out-Source Basis		6 (13.04)	40 (86.96)	46 (100.00)
Total		108 (22.98)	362 (77.02)	470 (100.00)

Source:Based on Office Records, Registrar Branch

The gender balance of the non teaching employees during 2022-23 is depicted in Table 8. It is observed that out of 470 non-teaching staff approximately 23 percent are female while 77 percent are male. Among the regular employees the proportion of males is more than the proportion of females. In case of employees hired on contractual and out-sourced basis also the scenario remains the same.

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. The present report also adds the information on paternity leaves.

Table 9: Maternity leave and Child care leave during 2021-22&2022-23

Year	2021-22				2022-23			
	Teaching		Non-Teaching		Teaching		Non-Teaching	
	Number	Days	Number	Days	Number	Days	Number	Days
Maternity leave	3	202	2	163	2	346	Nil	Nil
Child Care leave	6	146	5	348	2	92	5	111

Source: Based on Office Records, Registrar Branch

Table 10: Paternity leave during 2022-23

Year	Teaching		Non-Teaching	
	Number	Days	Number	Days
Paternity leave	5	75	2	25

Source:Based on Office Records, Registrar Branch

8. Highlights of Core Activities of WSC during 2022-23

Sl. No.	Date	Duration	Title	Refresher / Orientation Courses / Seminar/ Conference/Workshops/Symposia Lecture/ Talk
i.	21- 22 March, 2023	Two days	National Seminar on 'Rethinking Gender: Issues of Work, Culture and Displacement'	Seminar
ii.	5 th December, 2022	One day	Gender Sensitization Programme	Gender Sensitization programme for university Students
iii.	5 th -10 th December 2022	One week	Self Defense Workshop for Women	Workshop

iv.	6 th December, 2022	One day	Poster Competition on Discrimination against Women	Poster Competition
v.	7 th December, 2022	One day	Debate competition on 'Discrimination of Women is a bitter reality even today'	Debate competition
vi.	8 th December, 2022	One day	Street Play on the theme 'End Discrimination against Women'	Street Play on Gender discrimination
vii.	9 th December, 2022	One day	Roundtable Interaction between academia and civil Society	Roundtable
viii.	25 th November, 2022	One day	Students' Rally on End Discrimination against Women	Students' Rally