

GENDER AUDIT REPORT

2018-2023



Internal Quality Assurance Cell

RAMA DEVI WOMEN'S UNIVERSITY

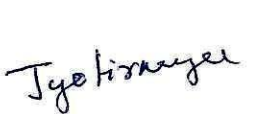
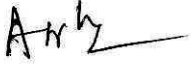



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ACADEMIC YEAR 2022-23
RAMA DEVI WOMEN'S UNIVERSITY, BHUBANESWAR

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INTERNAL MEMBERS	
1. Prof. Jyotirmayee Acharya, Professor, P. G. Department of Gender Studies. Member	
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3. Dr. Jayashree Jethy. Assistant Professor, P. G. Department of Commerce. Member	
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1. Prof. Jayanti Dora, Professor, Utkal University, Bhubaneswar -
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PREFACE

Gender discrimination, often known as gender inequality, is the practice of denying equal treatment to men and women based on their respective gender roles. Though the idea of gender inequality has long been understood by people, it wasn't until the early 20th century that the changing nature of gender relations was referred to as "one of the most rapid, profound social changes" (Wright & Rogers 2009). The bottom line is that many still see gender inequality as a women's problem. However, when we use the term "gender," we mean all forms of it, including male, female, transgender, and others. All genders, especially the marginalized ones, may live freely when we give them more authority. Furthermore, gender disparity prevents people from voicing their opinions. In the end, it hinders and jeopardizes their future.

The past demonstrates that addressing gender disparity has led to societies that are secure and safe. We have a gender pay gap because of gender inequality. Similarly, it makes certain genders more vulnerable to violence and discrimination. They also experience socioeconomic disparity and objectification. In the end, all of this leads to extreme anxiety, melancholy, and even low self-esteem. We must all acknowledge that gender inequality is bad for both genders. This essay on gender inequality will explain how we can all act together to stop these long-term effects. Clearly, the world must address the critical issue of gender disparity. Even if its volume has somewhat decreased, it persists and causes many people to experience its effects every day. Additionally, there are several factors that contribute to gender discrimination that are difficult to address. There are reasons to believe that gender inequality will eventually end thanks to education and progressive thinking, though. Then, perhaps, everyone can live fairly, regardless of their gender.

The Gender Audit report illustrates the five-year gender audit conducted by the Gender audit committee of Rama Devi Women's University. Responses of the employees in the administration, academics and boarders have been gathered to examine the prevailing gender responsive practices, engagement in activities and experience of equity in a women's university. Information and data collected in two phases by using structured questionnaire, Likert scale and qualitative approach. Respondent's perceptions and insights have been interpreted both through descriptive statistics and subjectively. The gender sensitization training programme conducted since 2017-2023 for the staff and students at the University including affiliated colleges enhanced their understanding about women's rights, related Laws, and schemes from gender equity perspectives. University adheres to no gender

discrimination mechanism at the level of recruitment of the employees or at the decision-making board. The male employees make 40% of the faculty members, 35% of the syndicate members, 42% Head of the Departments and 34% of the academic council in a women's university. University staff and students aware about the function of Internal Complaint Committee and Sexual Harassment at Workplace. University key information is accessible through websites to girls and parents from distant places. The University has CCTV surveillance system to monitor the people's movements inside campus round the clock. The existence of the equal opportunity cell, anti-ragging committee and Grievance Redressal Cell make students feel secure and aspired.

The committee extends sincere gratitude to the esteemed Vice Chancellor, Prof. Aparajita Chowdhury of Rama Devi Women's University for her constant supervision. The internal audit team is grateful for the valuable insight of the external committee members, inputs from the Director, Internal Quality Assurance Cell and Chairman PG Council during the design and development of this ethical audit report. The committee extends sincere thanks to the staff and students for their active responses to the queries. The recommendation of the audit report we hope would add value to strengthening the gender friendly workplace for university stakeholders.

CHAPTER-1

GENDER AUDIT CONCEPT AND METHODOLOGY

Introduction

Rama Devi Women's University, formerly known as Rama Devi Women's Autonomous College, is the only state women university in Bhubaneswar, Odisha, India is named after the freedom fighter and social reformer Rama Devi Choudhury. Rama Devi Women's University, being one of the premier institutes for women in the state of Odisha was established in 2015. It is the only Women's university in the state and eastern India, having unitary status with 48 affiliated colleges across nine coastal of the state. The institute was established to commemorate the spirit of the nationalist icon of the State of Odisha Maa Rama Devi and a role model for young women to emulate.

Rama Devi Women's University is the steppingstone for fulfilling the dreams of millions of girls in the state of Odisha. The University accommodates the day-to-day teaching, learning, research and administrative activities. In the year 2022, it also added several new buildings that showcase newer, state-of-the-art architecture. The new infrastructure will transform student experience, providing laboratories for undergraduates, postgraduates, and researchers, as well as smart class galleries. The new buildings will also aim to facilitate the University's outreach through opportunities for art, exhibitions, lectures, and conferences leading to greater public engagement. The University is marching forward with a vision to be developed into a Center of Excellence in higher education through promotion of quality teaching and research.

Rama Devi Women's University is responsive towards gender equality and addresses issues concerning gender equity. The university governance emphasizes on nurturing women leadership. The gender audit committee constituted of both faculties of the university and external experts. The five-year gender audit conducted by the committee is discussed in detail from Chapter two to Chapter six of this report. Next Chapter discusses about the need for a gender audit in an academic institution and its benefit for university stakeholders.

A Bit of History About 20 years ago in 1983, the Australian parliament made a precedent-setting decision. At the initiative of “democrats” from the labour party a resolution was passed to investigate how the national budget of Australia was likely to affect the status of women. A year later that resolution was implemented when the national budget was presented to the Australian parliament together with the first Women Budget statement. Since then, national budget of 40 countries have integrated the gender concern in their plan documents.

Adaptation to Higher Education Institutions

Education plays a crucial role in promoting the egalitarian commitments of Equality and justice enshrined in the constitution of India. The University Grants Commission (UGC) fully recognizes how integral such education is for all to reach their optimum potential and more especially for the disadvantaged and marginalized groups, including women. Promoting equity through higher education has always been at very heart of the agenda of UGC and reflects its commitments to nurture and preserve democracy within spaces of learning. It promoted these commitments through introduction of schemes for the marginalized sections of the society particularly Scheduled Caste (SC), Scheduled Tribes (ST), Minorities, differently abled persons and especially participation of women cutting across regional and afore mentioned social groups to increase their access to and retention and success in higher education. Institutions of higher Education in India today are at a critical juncture in relation to the basic ideals of equality enshrined in the constitution. The recent expansion in higher education has made colleges and Universities more demographically democratic than ever before. Women constitute 42 per cent of all students in higher education in India today. At the same time this closing gender gap hides on-going inequalities and disparities among men, women, which can only be approached with an intersectional analysis that combines gender with religion, caste, class.

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings, and budgets. The higher education systems setup a democratic ideal of equality among both men and women and should acknowledge that people have different gender identity. If there is any gender gap in the educational system, this should be addressed with a rigorous cross-sectional analysis of gender with various socio-economic indicators. To

find out this gap, Rama Devi Women's University has conducted this gender audit. Gender audit is one such attempt to understand the lacunae and ensure equity and removing gender gap in the university campus. This ensures the democratic ideals among the teaching, non-teaching staff and students and their dignified existence of different gender identities. This gender audit has tried to identify the best practices and gender friendly initiatives on the campus as well as to understand the lives of people in different categories. It covers all aspects of their studies like teaching, classroom activities, behavior of teachers towards students, facilities in the departments, hostel information etc.

Objectives of Gender Audit

The main purpose of conducting gender audit of Rama Devi Women's University is to examine the perception and attitudes of the university stakeholders towards the goal of the University from gender perspective. Following is a set of specific objectives of the gender audit:

- To conduct a gender audit of the university to find out the areas where gender imbalance exists.
- To explore the curricular and extracurricular activities undertaken by the University to address the gender issues within the five years audit period.
- To examine the adequacy of facilities available in the campus for all genders.
- To examine the functioning of sexual harassment cell at workplace and the redressal mechanisms available in the University.
- To suggest gender balance in decision-making processes in all areas of the university activities.

Gender Audit Methodology

To undertake a comprehensive gender audit, a committee was constituted comprising of faculties of the university and external experts of the state.

Required gender-based information and data was collected through standardized formats collected on the following aspects of the University.

Section A- Administration

Section B- Departments

Section C- Library

Section D- Hostels

As part of the Audit, we have conducted a survey through a structured questionnaire specially designed for the Students, Teaching, and the Non-Teaching Staffs in order to gather and collect the respondent's perception on the prevailing Gender sensitive practices /facilities

We had gathered Gender segregated data on male –female composition across the university. The statistical data is compiled for last 5 academic years together with the finding of the survey across respondent groups and have analysed and presented logically to help in identifying lagging areas if any and discover opportunities for improvement and further refinement.



CHAPTER-3

ANALYSIS OF THE GENDER SENSITIVE APPROACH AND PERCEPTION

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women specific interests without any presumption based on outdated views. When gender became a major parameter for institutional governance, the institutional leadership stepped forward. Although it cannot be said perfect, a general infrastructural survey does reflect the real picture. An Audit of gender sensitive features in the University yielded the following notable points. A physical verification was made about the nature of the gender sensitive features within the Campus. The following features were found present.

1. Basic sanitation facilities in the form of separate toilets for the students and staff is provided in the administrative office, the departments, and the hostels. Although in some Departments separate toilets for male and female faculty was not there.
2. There is an Anti-sexual harassment cell located in the PG council office which was formed since inception
3. The hostels are secured with collapsible gates, 24-hour security personnel and a full-time Matron and lady staffs.
4. There are adequate lighting and CCTV monitoring devices installed at different locations within the campus especially within the library and gates
5. University conducts Gender Sensitization programmes regularly for the students

Perception Studies: Data Collected Through Online Google Forms

The University always focuses on the all-round development of Staffs and student irrespective of gender. Good gender equity is the characteristic of quality institutes. Our university strives to enhance the equity and ensure the equality of women in all activities through well planned policy. To promote gender awareness, the IQAC initiated „Gender Audit“ for the stake holders in the University.

The gender audit was conducted via Google form with the major objectives to foster gender equality in all aspects; to examine the policies and regulations of the University towards the needs and interests of both the male and female staffs in the University; and to take active

steps and corrective measures to establish good gender balance in decision-making processes. It was an effective attempt seeing the status of Staffs from Gender Parity aspect.

Perceptions Of Students about Gender Parity in University Campus

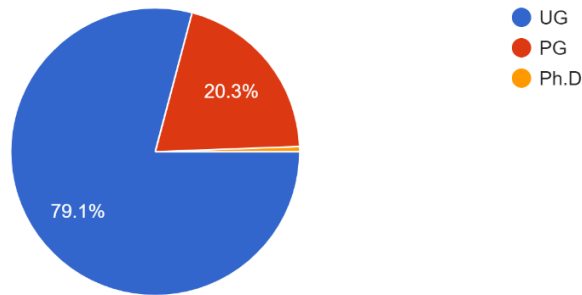


Figure No. 1: Number of Respondents

The Figure 1 reflects that 79.1 % UG Students and 20.3 % and 1% PhD students have responded to the questions about the gender parity in the University campus.

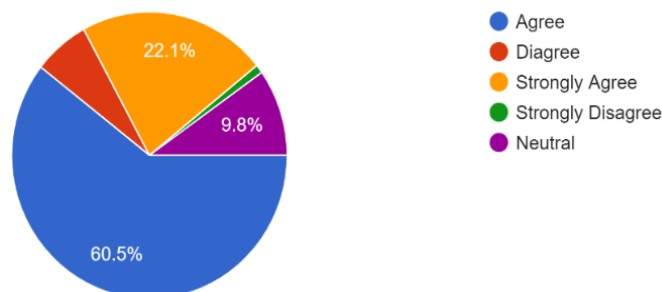


Figure No. 2: Gender Sensitization Programme as a Part of Curriculum

In the provided Figure 2, it is shown that 85.4% of the total respondents expressed agreement and strong agreement with the inclusion of a gender sensitivity program in the curriculum.

Conversely, 4.5% of respondents disagreed and strongly disagreed with this idea, while 9.7% of respondents held a neutral stance on the matter.

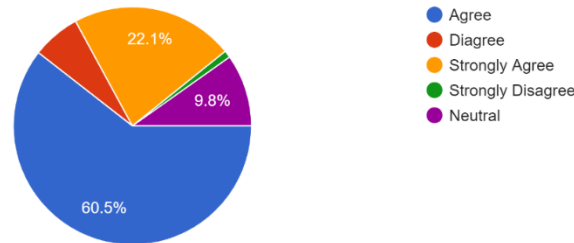


Figure No. 3: Gender Awareness Programmes Conducted

The provided Figure 3 indicates that 82.6% of all respondents expressed agreement and strong agreement regarding the implementation of gender awareness programs. Conversely, 27.2% of them disagreed and strongly disagreed with the notion that such programs were not conducted, while 9.8% of respondents remained neutral on the subject.

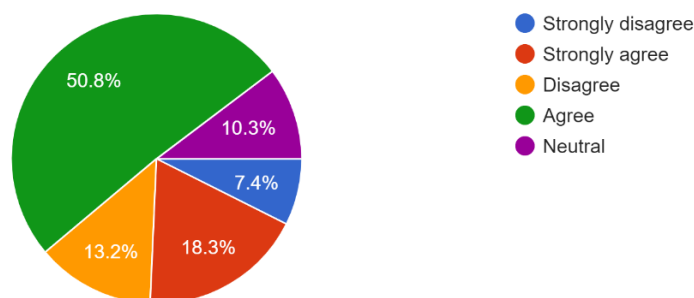


Figure No. 4: Number of Toilets Separately for Male and Female are available within Campus.

The provided Figure indicates that 18.3% of the total respondents agreed, and an additional 50.8% strongly agreed that separate toilets are provided for both males and females. In contrast, 20.6% of the respondents disagreed with this assertion, while the remaining 10.3% expressed neutrality on the issue.

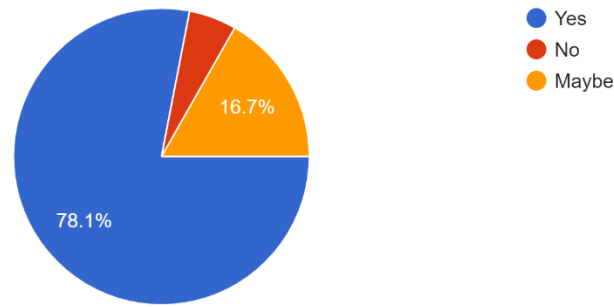


Figure No. 5: Adequate Lighting is Available inside the Campus, Corridors, Classrooms, Common Areas, Toilets, etc. During the Night.

The Figure above demonstrates that 78.1% of all the respondents believe that there is sufficient lighting in the campus, including areas such as corridors, classrooms, common spaces, and restrooms during night-time. On the other hand, 5.2% held a differing perspective, while the rest of the respondents were uncertain about the availability of adequate lighting.

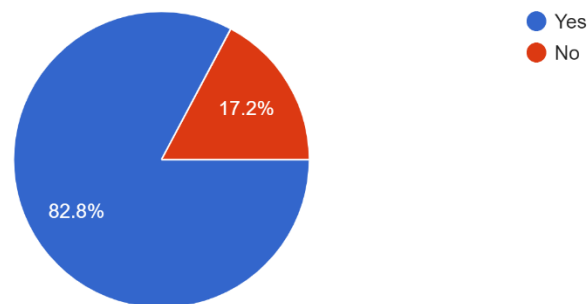


Figure No. 6: Campus is under the CCTV Surveillance

The Figure number 6 provided indicates that 82.8% of the total respondents affirmed the presence of CCTV surveillance on the campus, with the remainder expressing a differing viewpoint.

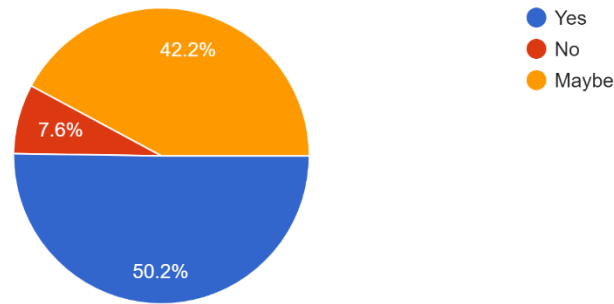


Figure No. 7: Grievance Redressal Cell Set Up in The University

42.6% of the responses shows that awareness regarding the existence of grievance redressal cell is confusing in its idea. Whereas 50.2% are aware of the setup regarding the same and 7.6% entirely denied the existence.

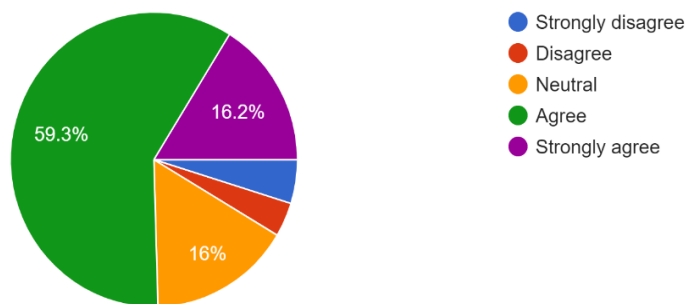


Figure No. 8: Adequate Security Arrangements have been Made in The Campus and Hostels

The above Figure shows that 59.3% of the respondents agreed, and an additional 16.2% strongly agreed with the presence of sufficient security measures both on the campus and in the hostels. On the other hand, 8.5% of the respondents held a contrary opinion, while the remaining respondents expressed neutrality on this matter.

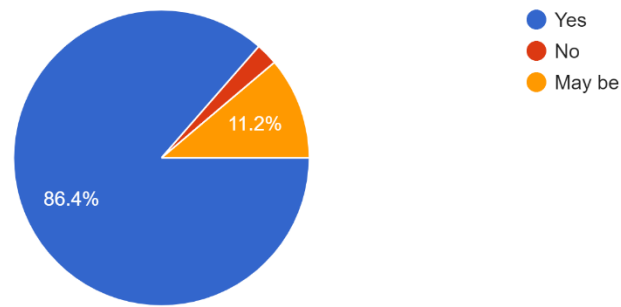


Figure No. 9: Whether You are Given Opportunities for Expression of Ideas Freely and Fairly

The Figure presented indicates that 86.4% of the respondents agreed that they have the opportunity to express their ideas freely and impartially. In contrast, 2.4% of the respondents disagreed with this, while the remaining respondents were uncertain about the matter.

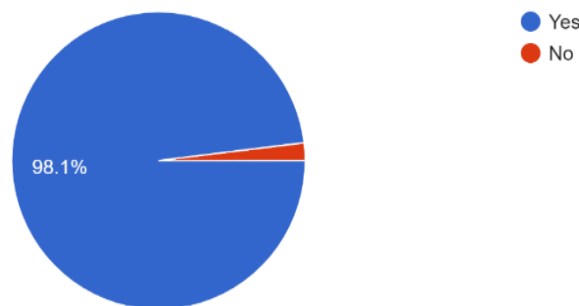


Figure No. 10: Are You Feeling Safe and Comfortable within The Campus

Figure 10 shows that 98.1% of the respondent had the view that they are feeling safe and comfortable within the campus while rest of the respondents had the opposite view.

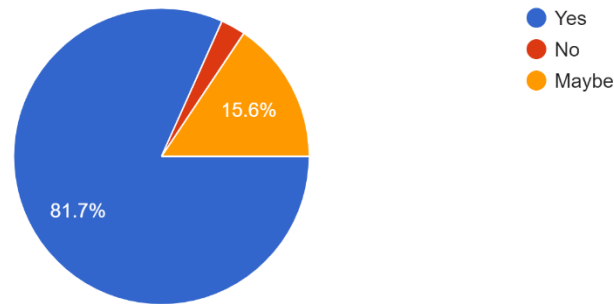


Figure No. 11: Does The University Allow You to Participate in Inter -University Competitions with Other Genders of Other Universities

The above Figure 11 shows that 81.7% of the respondent said that the university allows them to in inter -university competitions with other genders of other universities while 2.7% of the respondent had the negative view and rest of the respondents were not sure about it.

PERCEPTIONS OF TEACHING STAFF

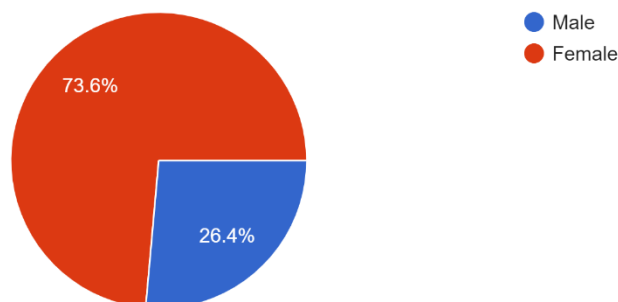


Figure No. 12: Male/Female Respondents

The above Figure reflects the percentage of male and female respondents, where 73.6% of the respondents are female and 26.4% of them are female.

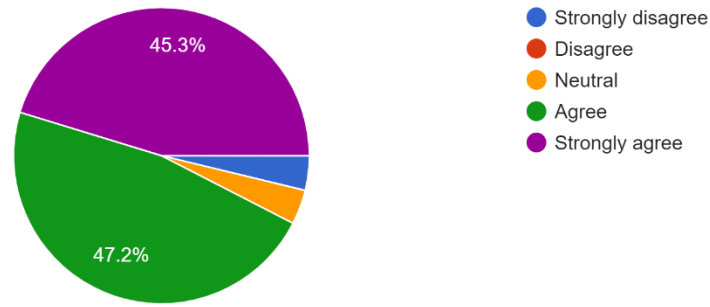


Figure No. 13: The University Conducts Gender Sensitization Programme as a Part of its Curriculum. (For Example: Gender Related Subjects/Paper)

The above figure shows that 92.5% of the total respondents agreed and strongly agreed that the university conducts gender sensitization programme as a part of its curriculum.

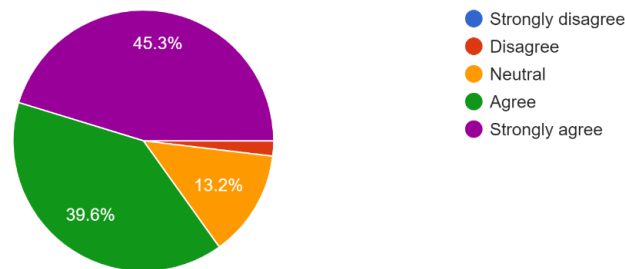


Figure No. 14: Gender Awareness Programmes

The above figure depicts that 48.9% of the total respondents agreed and strongly agreed that gender awareness programmes were conducted while 1.9% had the contradicting view and 13.2% were remained neutral.

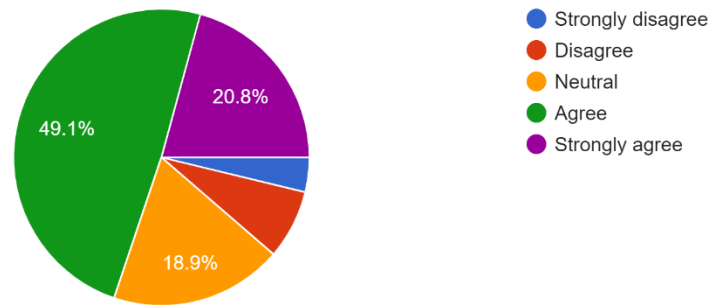


Figure No. 15: Adequate Number of Toilets Separately for Male and Female are Available within Campus

The above Figure represents that 69.9% of the total respondent agreed and strongly agreed that there are adequate number of toilets separately for male and female are available within campus whereas 11.2% of them disagreed. And rest of them were neutral.

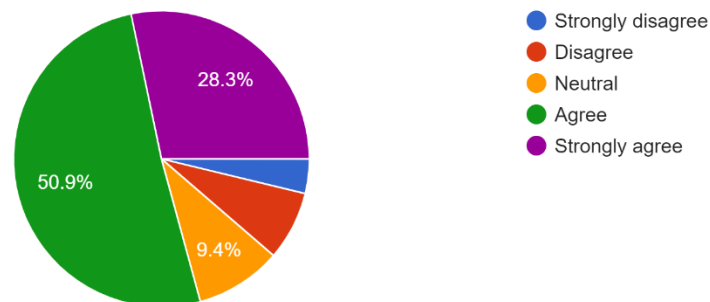


Figure No. 16: Adequate Lighting is Available Inside the Campus, Corridors, Classrooms, Common Areas, Toilets, etc. during the Night.

The provided Figure reveals that 70.2% of all the respondents, combining those who agreed and strongly agreed, believe that there is sufficient lighting in various areas of the campus during night-time, including corridors, classrooms, common areas, and restrooms. On the other hand, 11.4% expressed a differing viewpoint, comprising those who either agreed or strongly disagreed, while the rest of the respondents maintained a neutral stance on this matter.

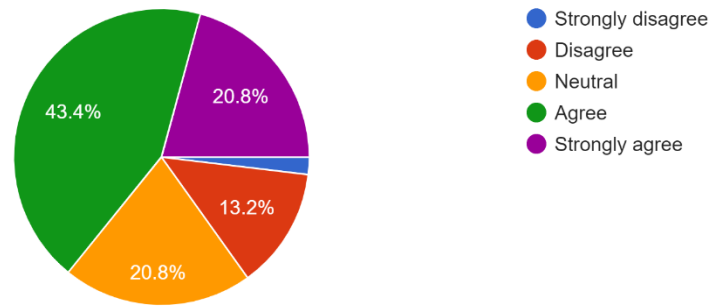


Figure No. 17: Adequate Security Arrangements have been Made in the Campus

The Figure above indicates that 64.2% of all respondents agreed that there are sufficient security arrangements on the campus. On the other hand, 15% of respondents disagreed with this statement, while the remainder maintained a neutral position regarding the availability of security measures.

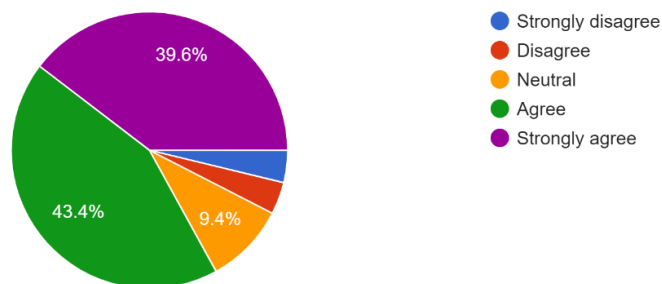


Figure No. 18: There is Equal Opportunities to all Genders at Workplace

According to the presented Figure, a combined 83% of all respondents, including those who agreed and strongly agreed, believe that equal opportunities for all genders exist in the workplace. Conversely, 7.6% of respondents disagreed or strongly disagreed with this viewpoint, while the remaining respondents maintained a neutral stance on the matter.

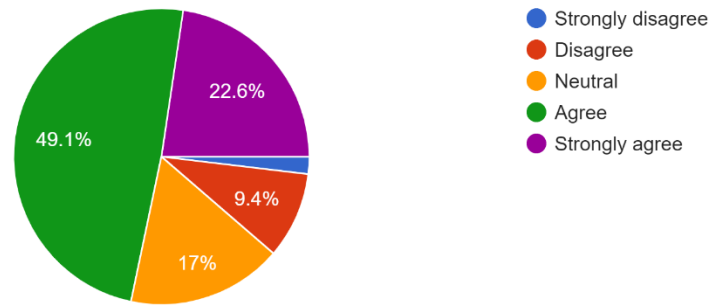


Figure No. 19: Do You Able to Express Your Ideas Freely and Fairly in The University

The provided Figure indicates that 49.1% of all the respondent expressed agreement, and an additional 22.6% strongly agreed that they can openly and equitably express their ideas within the university. On the contrary, 1.9% held a differing viewpoint, and the remaining respondents remained neutral on this matter.

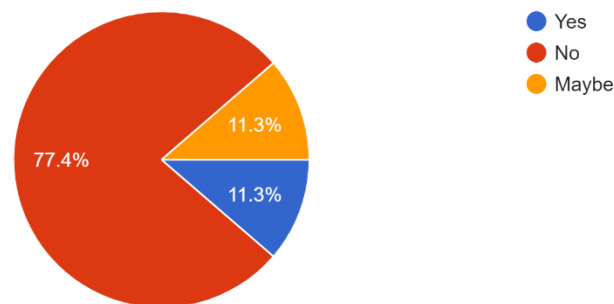


Figure No. 20: Have You Observed and Experienced any Gender Related Issues at The University

The Figure above reveals that 11.35% of the total respondents have both witnessed and personally encountered gender-related issues at the university. In contrast, a significant 77.4% of the total respondents have never encountered any such issues, and the remainder expressed uncertainty about their experiences in this regard.

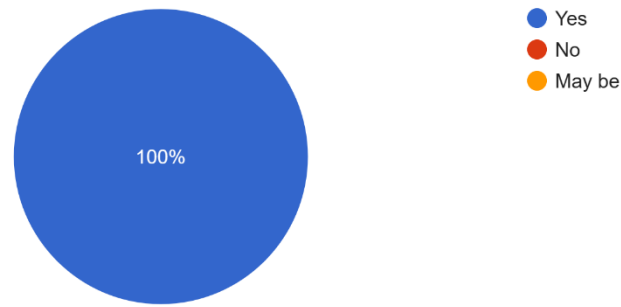


Figure No. 21: Are You Aware About the Internal Compliant Committee of Rama Devi Women's University?

This Figure shows that 100% of the total respondents were aware about the Internal Compliant Committee of Rama Devi Women's University.

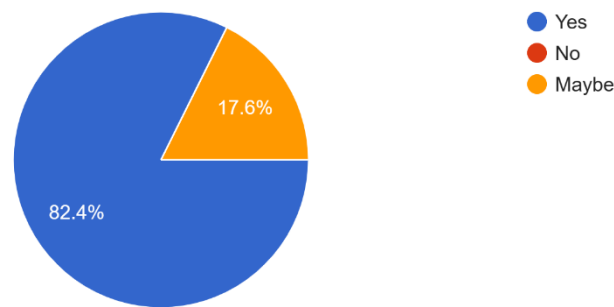


Figure No. 22: Are You Satisfied with the Performance of The Internal Compliant Committee to Address the Sexual Harassment Related Complaints?

The provided Figure indicates that 82.4% of all respondents expressed satisfaction with the Internal Complaint Committee's performance in handling complaints related to sexual harassment, while the remaining 17% of respondents were dissatisfied with its performance.

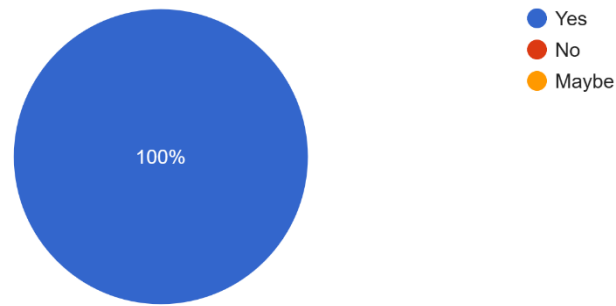


Figure No. 23: Do You Think That Existence of Such Committee is Important to Deal with the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal)?

The Figure conveys that all the respondents, totalling 100%, consider the presence of such a committee crucial for addressing issues related to sexual harassment in the workplace.

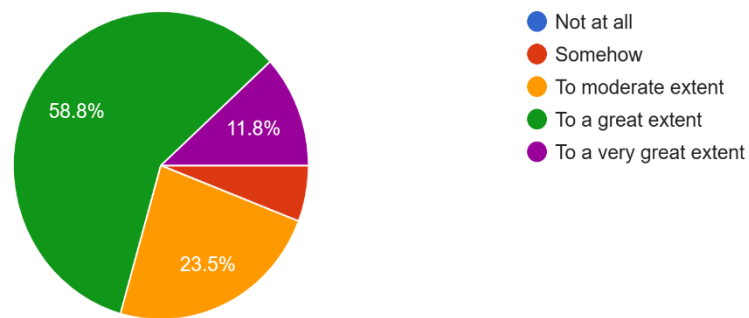


Figure No. 24: How Have the Institutions' Leaders Making Efforts for Reducing Gender Gaps in the Workplace?

The Figure presented indicates that 58.8% of the overall respondents believe that institutional leaders are putting significant effort into reducing gender disparities in the workplace. Additionally, 11.8% feel that these efforts are even more substantial, and 23% consider them to be of a more moderate degree.

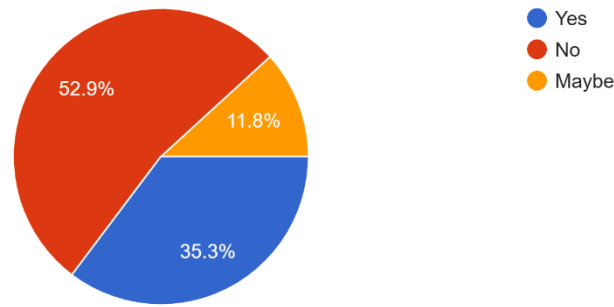


Figure No. 25: In Your Experience, Has Gender Played any Role in the Kind of Tasks That are Assigned to Men and Women?

The provided Figure discloses that 35.3% of all respondents acknowledged that gender significantly influenced the allocation of tasks to men and women. In contrast, 52% held an opposing perspective, and the remainder expressed uncertainty on this matter.

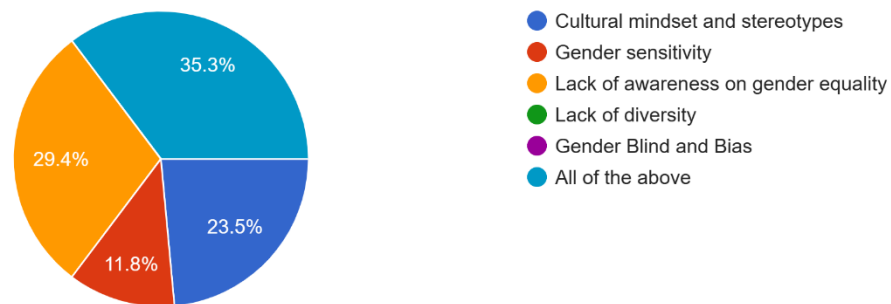


Figure No. 26: In Your Opinion, what are the Gender Specific Obstacles If Any? Choose from the following:

The Figure above depicts responses concerning gender-specific obstacles. According to the data, 23.5% of respondents cited cultural mindsets and stereotypes as obstacles, 29.4% mentioned a lack of awareness about gender equality, and 11.8% identified gender sensitivity as specific challenges. In contrast, 35.3% of respondents believed that all of these factors constituted gender-specific obstacles.

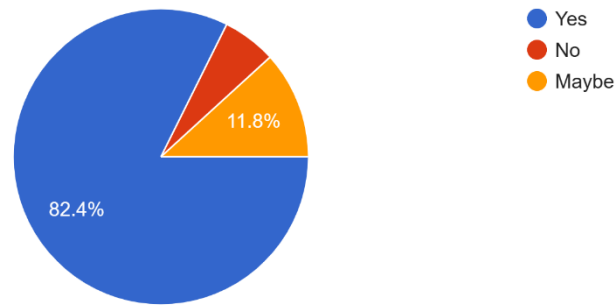


Figure No. 27: Do You Consider Your Workplace as a Safe Place in Terms of Bullying or any Other Gender Based Harassment?

Based on the provided Figure, 82.4% of all the respondents view their workplace as a secure environment regarding bullying and any form of gender-based harassment. On the other hand, 5.8% of the respondents do not share this perception, and the remaining respondent express uncertainty about the safety of their workplace in this regard.

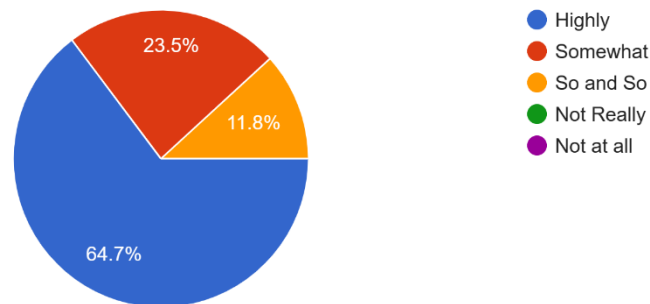


Figure No. 28: How Secure Do You Feel in Your Workplace?

The above figure shows that, 64.7% respondents feel highly secure in their workplace & 23.5% are somewhat secure.

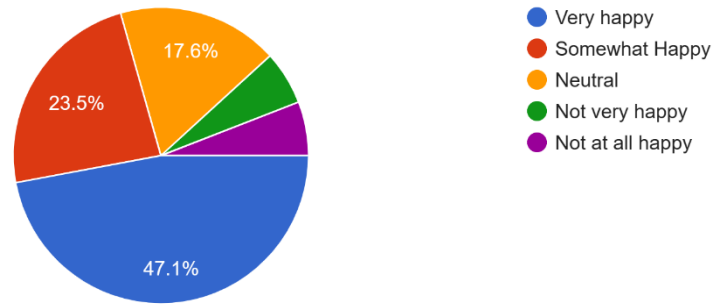


Figure No. 29: Overall, How Happy Are You with Your Male/Female Counter Attitudes and Behaviour in Your University?

The provided Figure illustrates that 47.1% of all the respondents expressed being "very happy," 23.5% indicated they were "somewhat happy," and 11.8% reported feeling "unhappy" with the attitudes and behaviours of their male/female counterparts in the university. The remaining respondents maintained a neutral stance on this matter.



Figure No. 30: Do You Think This Has an Impact on Your Performance Delivery?

The above figure depicts 11.8 % & 35.3% of the respondents has enough freedom and can take independent decisions and actions to do what is needed for the students. 17.6% has a sense of fulfilment towards their job. 0% respondents are comfortable to discuss their problems with supervisors. Whereas 35.3% thinks working conditions are good.

PERCEPTIONS OF NON-TEACHING STAFFS

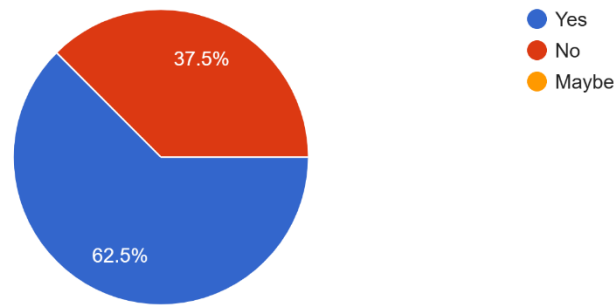


Figure No. 31: Are You Aware About the Internal Compliant Committee of Rama Devi Women's University?

This figure shows 62.5% of respondents are aware of the existence of Internal Compliant Committee of Rama Devi Women's University, whereas 37.5% are unaware.

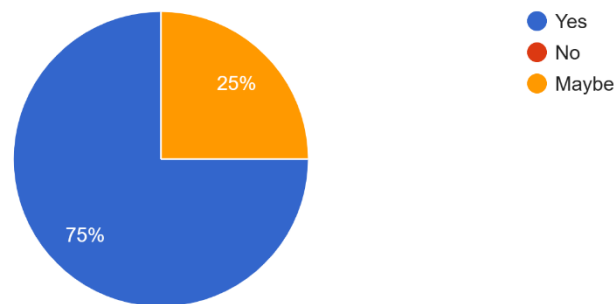


Figure No. 32: Are You Satisfied with The Performance of the Internal Compliant Committee to Address the Sexual Harassment Related Complaints?

In the above diagram 75% respondents are satisfied with the performance of Internal Compliant Committee to address the Sexual Harassment rest were unsure.

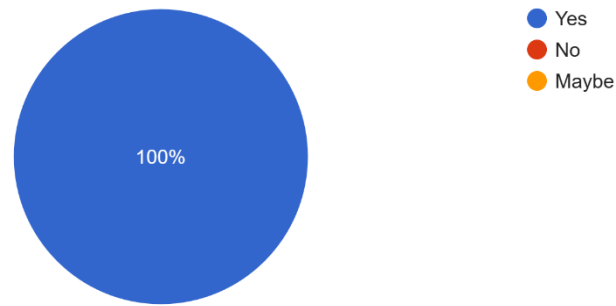


Figure No. 33: Do You Think That Existence of Such Committee is Important to Deal with the Sexual Harassment at Workplace (Prevention, Prohibition And Redressal)?

From the above figure it is clear 100% of the respondent think that existence of such committee is important to deal with the Sexual Harassment at Workplace.

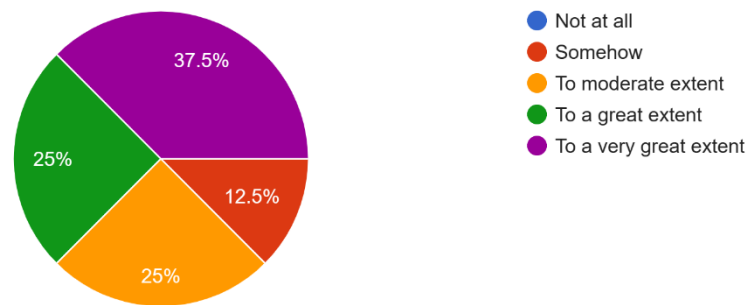


Figure No. 34: How Have the Institutions' Leaders Making Efforts for Reducing Gender Gaps in the Workplace?

37.5% & 25% of the respondents thinks institutions' leaders are making efforts to very great extent & great extent for reducing gender gaps in the workplace. 25% of the responses are in favour of moderate extent and 12.5% somehow.

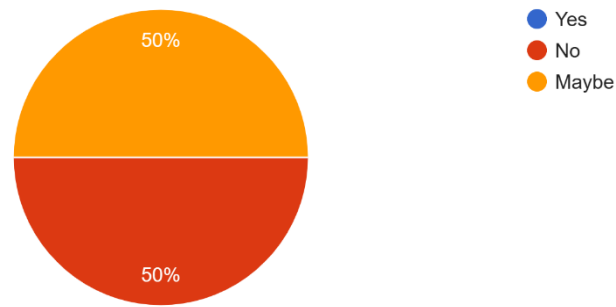


Figure No. 35: In Your Experience, Has Gender Played any Role in the Kind of Tasks That are Assigned to Men and Women?

From the above representation we can see for 50% of the respondent gender played a role in the kind of tasks that were assigned to them, and rest were unsure.

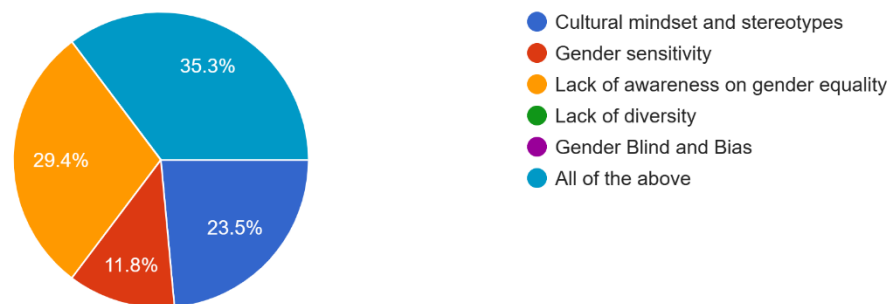


Figure No. 36: In Your Opinion, What are the Gender Specific Obstacles If Any? Choose from the following:

From the above figure it can be concluded that 29.4% thinks lack awareness on gender equality, 11.8% believes it is gender sensitivity, where as 23.5% thinks it's due to cultural mind set and stereotypes & 35.3% thinks all the above reasons are responsible for gender specific obstacles.

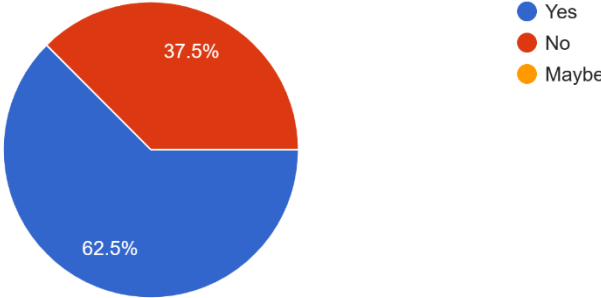


Figure No. 37: Do You Consider Your Workplace as a Safe Place in Terms of Bullying or any Other Gender-Based Harassment?

The above figure shows that, 62.5% respondent yes, they consider their workplace as a safe place in terms of bullying or any other gender-based harassment & 37.5% responded no.

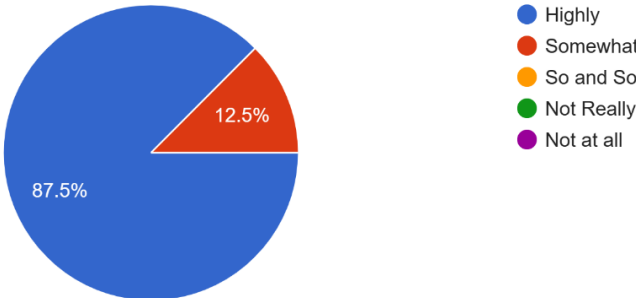


Figure No. 38: How Secure Do You Feel in Your Workplace?

The above figure shows that, 87.5% respondents feel highly secure in their workplace & 12.5% are somewhat secure.

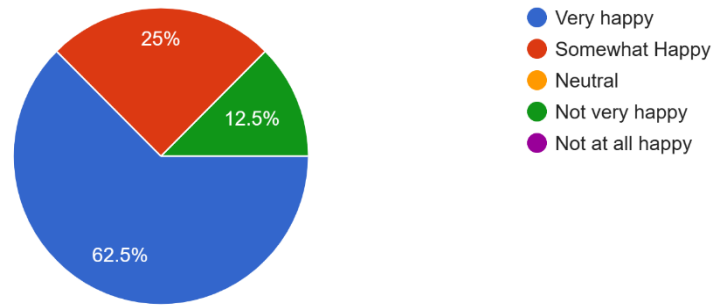


Figure No. 39: Overall, How Happy Are You with Your Male/Female Counter Attitudes and Behaviour in Your University?

The above representation shows 62.5% respondents are very happy, 25% are somewhat happy & 12.5% aren't happy with their male/female counter attitudes and behaviour in their university.

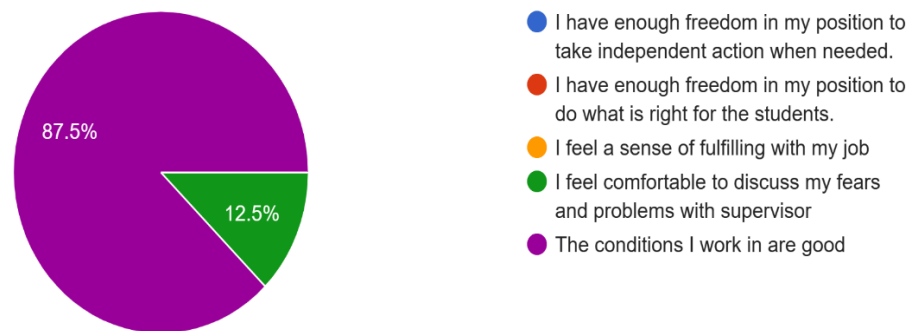


Figure No. 40: Do You Think This Has an Impact on Your Performance Delivery?

From the above diagram we can see 87.5% of the responses show that counter attitudes and behaviour dose not impact daily performance and 12.5% feels comfortable to discuss the needed in this regard with their supervisors.

CHAPTER-5

ACTION TAKEN REPORT

1. The gender audit committee has reviewed the status of the gender related issues addressed in the university both in its curricular and extracurricular activities. In 2018-19 in view of increasing number of male teaching and non-teaching staff joins to the university, the Audit Committee recommended to organize various gender sensitization programme/ training for teaching and non-teaching staff, students, and stakeholders of affiliated colleges.
2. The gender audit committee reviewed the progress in curricular and extracurricular activities for the year 2019-20 and action taken as per the previous year's recommendation. As per the recommendation of the gender audit committee on the year 2018-19, the university has organized 07 number of gender sensitization training programmes with sponsorship of from WCD & Mission Shakti as per the standards procedure of RDWU and organized gender sensitization training programmes in 05 affiliated colleges.
3. In 2019-20, the department of G.S. has restructured its syllabus keeping in view the national academic importance and UGC requirement. The SDCGR was established in collaboration with MH, New Delhi to promote gender related research across all the disciplines.
4. In the year 2020-21 the committee has also recommended to organize various curricular/ extracurricular activities in emphasizing the gender and women issues.
5. In the year 2021-2022 the committee has recommended to organize various seminar/ workshop/ trainings programmes/ sensitization and awareness programme time to time for the students of the university as well as affiliated colleges.

CHAPTER-5

ACTION TAKEN REPORT

ACTION TAKEN REPORT

For the year 2018-2019

Date: 19/12/2019

MEMBERS OF THE GENDER AUDIT COMMITTEE:

1. Prof. Jyotirmayee Acharya, Professor, P. G. Department of Gender Studies, Member
2. Dr Aparajita Biswal (OIC), Associate Professor, P. G. Department of Economics, Member

ACTIONS TAKEN:

On the basis of the recommendations of the Gender Audit Committee, the following actions have been taken.

1. Sarala Devi Center for Gender Research was inaugurated on 29-11-2019 to promote research related to gender issues.
2. Gender Sensitization Training Programme organized on 11th March 2019.
3. Seminar, Workshop and Faculty Development Programme were organized by the department of Gender Studies, Sarala Devi Centre for Gender Research in joint collaboration with University departments and Miranda House, New Delhi on Dt. 29.11.2019.
4. Women Entrepreneurship Development Programme (WEDP) in association with Entrepreneurship Development Institute of India (EDII), Ahmadabad, the Career Counselling and Placement Cell has conducted a 21 days Women Entrepreneurship Development Programme.

J. Acharya

A. Biswal
19/12/2019

S. Mahanta
Director IQAC
Rama Devi Women's University
Bhubaneswar

A. Biswal
Registrar
RD Women's University
Bhubaneswar

ACTION TAKEN REPORT

For the year 2018-2019

Date: 19/12/2019

MEMBERS OF THE GENDER AUDIT COMMITTEE:

3. Prof. Jyotirmayee Acharya, Professor, P. G. Department of Gender Studies, Member
4. Dr Aparajita Biswal (OIC), Associate Professor, P. G. Department of Economics, Member

ACTIONS TAKEN:

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4. Women Entrepreneurship Development Programme (WEDP) in association with Entrepreneurship Development Institute of India (EDII), Ahmadabad, the Career Counselling and Placement Cell has conducted a 21 days Women Entrepreneurship Development Programme.

Jyoti
11/08/2020

N. Majhi
11/8/2020

J. Acharya
11.8.2020

A. Biswal
11/8/2020

S. Matam
Director IQAC
Rama Devi Women's University
Bhubaneswar

Shapaba
Registrar
RD Women's University
Bhubaneswar

ACTION TAKEN REPORT

For the year 2020-2021

Date: 18/10/2021

MEMBERS OF THE GENDER AUDIT REPORT COMMITTEE:

1. **Prof. Jyotirmayee Acharya**, Professor, P. G. Department of Gender Studies, Member
2. **Dr Aparajita Biswal** Associate Professor, P. G. Department of Economics, Member, (OIC),
3. **Dr. Jayashree Jethy**, Assistant Professor, P. G. Department of Commerce, Member
4. **Sri Narasingh Majhi**, Assistant Professor, P. G. Department of JMC, Member

ACTIONS TAKEN:

On the basis of the recommendations of the Gender Audit Committee, the following actions have been undertaken.

1. A one-week Faculty Development Programme titled 'Effective Stress management for maximizing Human productivity' was conducted online from 09.06.2021 to 13.06.2021 to understand stress and effectively counteract it to enhance personal productivity, understand and communicate more sensitively with others.
2. Counselling and Wellness Centre came into existence in the 24th Syndicate of the University on 10th November, 2021
3. A Two-day National Webinar titled "Traversing the Ridge: Connecting Menstrual Health Research, Perception and Practice" was conducted on 10th and 11th February, 2021 with an objective to focus attention on the issue of menstrual health.
4. The Sarala Devi centre is conducting a collaborative research project jointly by Dept. of Economics & Gender Studies on "Closing the Gender Gap in Agricultural Diversification: Challenges in Odisha, India"

J. Acharya
18-10-21

Jyoti
18/10/2021

Aparajita
18/10/21

Acharya

S. Mahanta
Director IQAC
Rama Devi Women's University
Bhubaneswar

Shapana
Registrar
RD Women's University
Bhubaneswar

ACTION TAKEN REPORT

For the year 2021-2022

Date: 15/12/2022

MEMBERS OF THE GENDER AUDIT REPORT COMMITTEE:

5. **Prof. Jyotirmayee Acharya**, Professor, P. G. Department of Gender Studies, Member
6. **Dr Aparajita Biswal** Associate Professor, P. G. Department of Economics, Member, (OIC),
7. **Dr. Jayashree Jethy**, Assistant Professor, P. G. Department of Commerce, Member
8. **Sri Narasingh Majhi**, Assistant Professor, P. G. Department of JMC, Member
9. **Ms. BR Abha Ayushree**, Assistant Professor, P. G. Department of Home Science, Member


ACTIONS TAKEN:

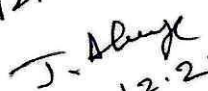
On the basis of the recommendations of the Gender Audit Committee, the following actions have been taken.

1. Various Departments of the University offered VAC /restructured its syllabus in emphasizing the gender and women issues. Some Departments have also introduced some new papers in their syllabus keeping this in view.
2. Seminar on Gender Perspectives of Public Policy was organised on Dated: 3rd March 2022 by the Department of Gender Studies.
3. The Department of Gender Studies and Department of Sociology organized a seminar on "Gender-based Violence and Legal Mechanisms" on 27th May 2022
4. Rama Devi Women's University, in collaboration with the National Commission for Women, Govt. of India, organized a Career Counselling Workshop for Home Makers on 10th September 2022.
5. A Mega Breast Cancer Awareness, Screening & Gynaecological Awareness Program was successfully held at Rama Devi Women's University under the initiative of Mo College Abhijan on 29th October 2022


Registrar
RD Women's University
Bhubaneswar




15/12/2022


15.12.22


15/12/2022

ACTION TAKEN REPORT
For the year 2022-2023

Date: 18/10/2023

MEMBERS OF THE GENDER AUDIT REPORT COMMITTEE:

10. Prof. Jyotirmayee Acharya, Professor, P. G. Department of Gender Studies, Member
11. Dr Aparajita Biswal Associate Professor, P. G. Department of Economics, Member, (OIC),
12. Dr. Jayashree Jethy, Assistant Professor, P. G. Department of Commerce, Member
13. Sri Narasingh Majhi, Assistant Professor, P. G. Department of JMC, Member
14. Ms. BR Abha Ayushree, Assistant Professor, P. G. Department of Home Science, Member

ACTIONS TAKEN:

On the basis of the recommendations of the Gender Audit Committee, the following actions have been taken.

1. The University has become more proactive in creating a gender friendly ecosystem to handle the sensitive gender related issues through various sensitization programme/ training for teaching and non-teaching staff, students and stakeholders of the University.
2. University has appointed lady security personnel in the campus.
3. Dept. of Gender Studies, English and Journalism and Mass Communication in collaboration with SAKHA successfully organized a program on 'Awareness of Transgender Person's protection of Rights Act 2019' on 19 April 2023
4. Seminar on Mental Health and Wellness held on 13th May, 2023 by the Dept. of Gender Studies.
5. Seminar on Gender and Social Work organized by Dept. of Gender Studies, Rama Devi Women's University held on 14th July, 2023.

J. Acharya
18/10/2023

ABJ
18/10/23

Abha
18/10/23

J. Acharya
18.10.23

ABJ

Mohanty
Director IQAC
Rama Devi Women's University
Bhubaneswar

Shapaba
Registrar
RD Women's University
Bhubaneswar