

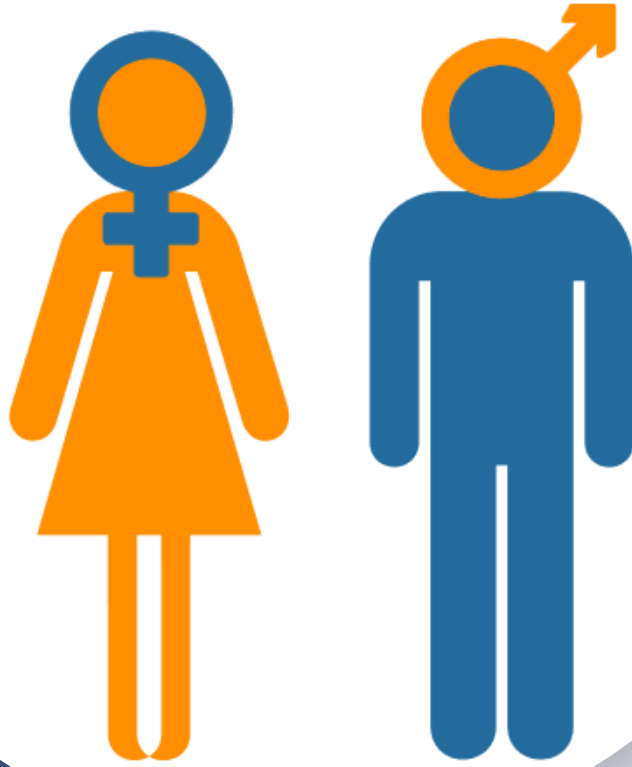


*Yogoda Satsanga Magavidyalaya*

(Established in 1967)

NAAC Accredited B++ (CGPA 2.89)

Affiliated to Ranchi University & registered under 2(F) & 12 (B) of UGC Act



# **GENDER AUDIT REPORT (2022-2023)**

Website: <https://ysmranchi.net>



# Yogoda Satsanga Mahavidyalaya

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## 1. Introduction

Gender Audit in colleges is a process of assessing the college's policies, practices, and procedures to identify areas where gender bias or discrimination may exist. In our continuous commitment to fostering an inclusive and equitable academic environment, this Gender Audit Report presents an examination of the policies and practices within Yogoda Satsanga Mahavidyalaya. Undertaken as a proactive initiative, the gender audit aims to identify potential areas of gender bias and discrimination. By assessing the current state of gender equality within the institution, this report seeks to provide valuable insights and recommendations for enhancing inclusivity and fairness. It endeavors to create an educational space that ensures equal opportunities and respects the diverse needs of all members of the Mahavidyalaya community.

## 2. About Yogoda Satsanga Mahavidyalaya

YOGODA SATSANGA MAHAVIDYALAYA RANCHI, herein referred to as “YSM”, founded in 1967 under the aegis of Yogoda Satsanga Society of India/Self-Realization Fellowship (YSS-SRF) – a leading spiritual and charitable organization, founded by Sri Sri Paramahansa Yoganandaji (the author of the world-renowned spiritual classic, *Autobiography of a Yogi*).

YSM is a minority institution under Article 30(1) of the Constitution of India and Section 2(f) and 12(B) of the UGC Act 1956 as a nongovernment college. YSM is offering postgraduate (PG); M. Com, undergraduate (UG); UG – Hons in Arts, Science and Commerce, and Vocational (BBA, BCA, BSc IT) programs affiliated with Ranchi University, and the Intermediate programs are affiliated with Jharkhand Academic Council (JAC). The institution has been striving to fittingly and fully satisfy the higher educational aspirations of the less privileged sections of the suburban and rural belt (especially the tribal communities) of Ranchi since its inception. The college with its appreciable infrastructure, intellectual human resources and forward-looking vision has made a mark in the higher educational scenario of Ranchi. Mahavidyalaya’s motto is “Knowledge Acquisition towards Self-Actualization”. The Mahavidyalaya campus, with its 11.40 acres campus, offers soothing and sylvan surroundings, and an unsullied atmosphere, for rigorous training-learning ambience. The college with its appreciable infrastructure, intellectual human resources and forward-looking vision has made a mark in the higher educational scenario of Ranchi.



### 3. Objectives of the Audit

- To identify areas where gender imbalance exists and determine the factors contributing to it
- To establish good gender balance in decision-making processes across all areas of the college activities.
- To make recommendations for overcoming the gender gap.
- To assess the college's efforts and competence in preventing sexual harassment.

### 4. Composition of the Gender Audit Committee

SL NO	NAME	DESIGNATION
1	Dr. Shyam Pandey	Principal
2	Mrs. Pragati Bakshi	HOD, Dept. of Economics & Bursar
3	Dr. Mallika Kumari	HOD, Dept. of Philosophy
4	Mrs. Simran Kaur	IQAC Coordinator
5	Mr Jayanta Mukhopadhyay	Head Assistant
6	Mr. Sourav Nag	Librarian
7.	Ms. Ria Mukherjee	Account Section

### 5. GENDER EQUITY AT YSM

Gender equity is pivotal in cultivating an inclusive and just society, ensuring equal opportunities for individuals of all genders to thrive. The Mahavidyalaya is dedicated to establishing guidelines, regulations, and practices that foster gender equality, prevent discrimination, and cultivate a secure and inclusive environment for all.



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## **Safety and Security:**

The college prioritizes the safety and security of all stakeholders through the installation of CCTV monitoring devices at strategic locations, including classrooms, corridors, canteen, main gate, library, and office spaces.

## **Statutory Committees:**

In compliance with the Sexual Harassment of Women at Workplace Act and UGC regulations, the Mahavidyalaya actively addresses sexual harassment issues. It has established a functional Internal Complaints Committee, Proctorial Board Committee, and an Anti-Ragging Committee to prevent and address harassment and violence on campus.

## **Education and Training:**

The Mahavidyalaya conducts awareness programs and seminars to educate the community about gender issues and promote gender-sensitive practices.

## **Gender Equality and Inclusiveness:**

The institution actively promotes female representation in leadership roles and encourages equal participation of male and female students in various activities, including sports, cultural programs, and the utilization of student aids. Dedicated facilities such as a gym, Yoga and Meditation Centre, Sports ground and courts, and a well-equipped Girls' Common Room with vending machines support gender inclusivity.

## **Sanitation Facilities:**

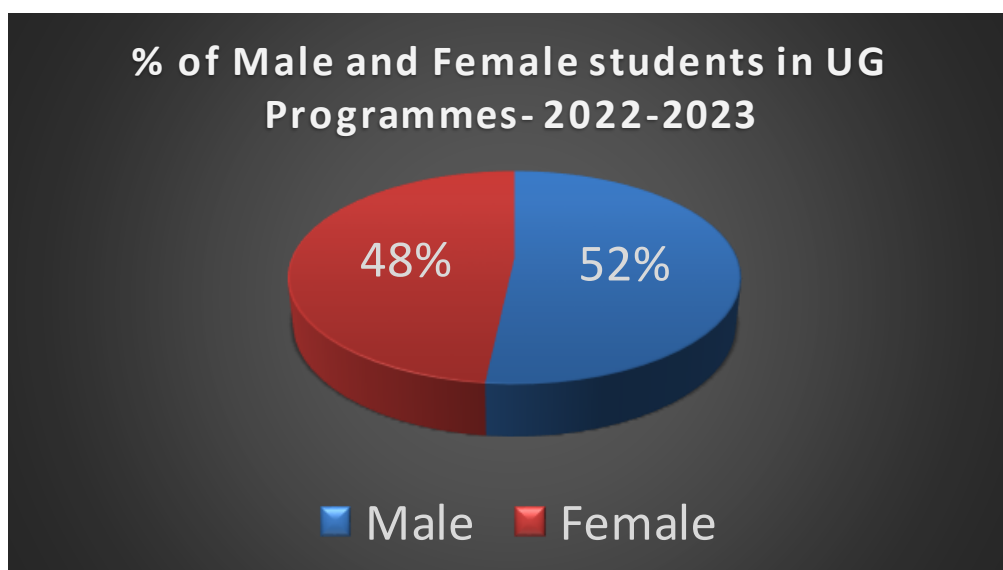
The Mahavidyalaya ensures basic sanitation facilities with separate toilets for students and staff in key locations such as the main building, administrative office, library, and multipurpose hall.



## 6. GENDER-WISE STUDENT COMPOSITION

Gender balance denotes the presence of an equitable ratio of male and female representation within the institution, encompassing both students and staff. The table presented below outlines the gender-specific details of the total students of the Mahavidyalaya during the specified academic year (2022-2023). The data for Yogoda Satsanga Mahavidyalaya in the academic year 2022-2023 reflects a balanced distribution of male and female students.

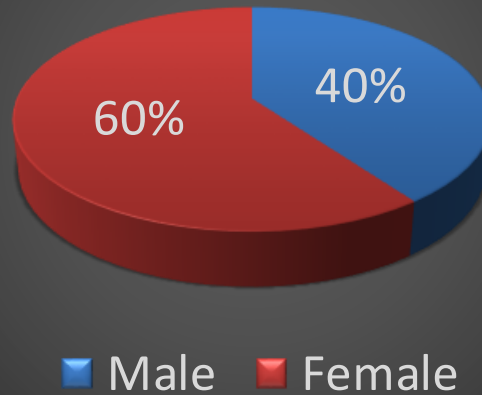
UG (2022-2023)					
Year	Total	Male	Female	Male %	Female %
2022-2023	2486	1289	1197	51.72	48.28
PG (2022-2023)					
Year	Total	Male	Female	Male %	Female %
2022-2023	50	20	30	40	60



Based on the gender audit, out of a total of 2486 students in the year 2022-2023, 1289 students are male students (51.72%) and 1197 students are females (48.28%). These findings at the Mahavidyalaya affirm an excellent balance of gender equality.



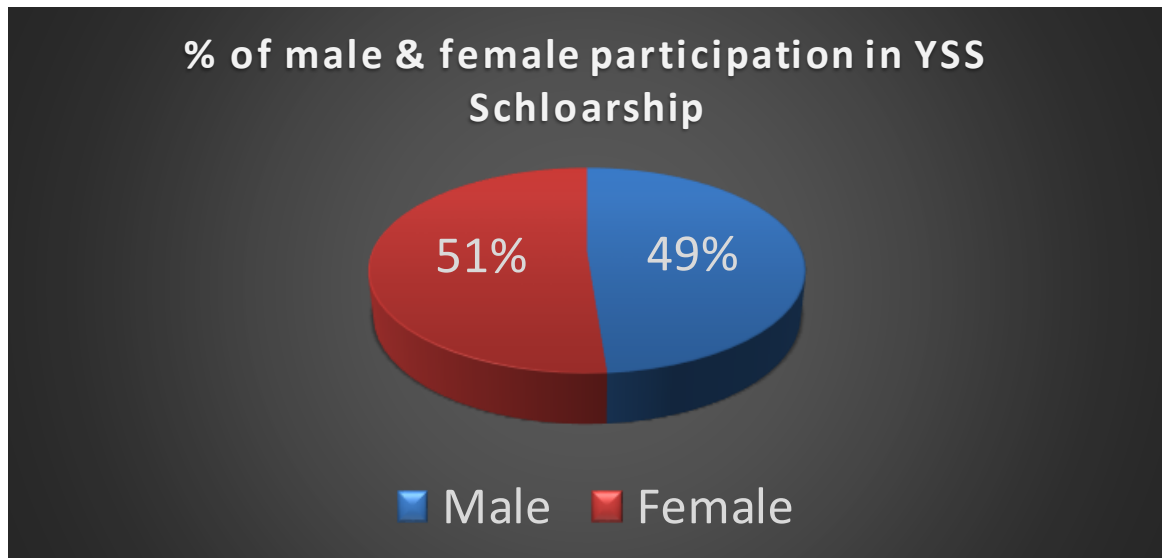
## % of Male and Female students in PG Programme (M.Com)- 2022-2023



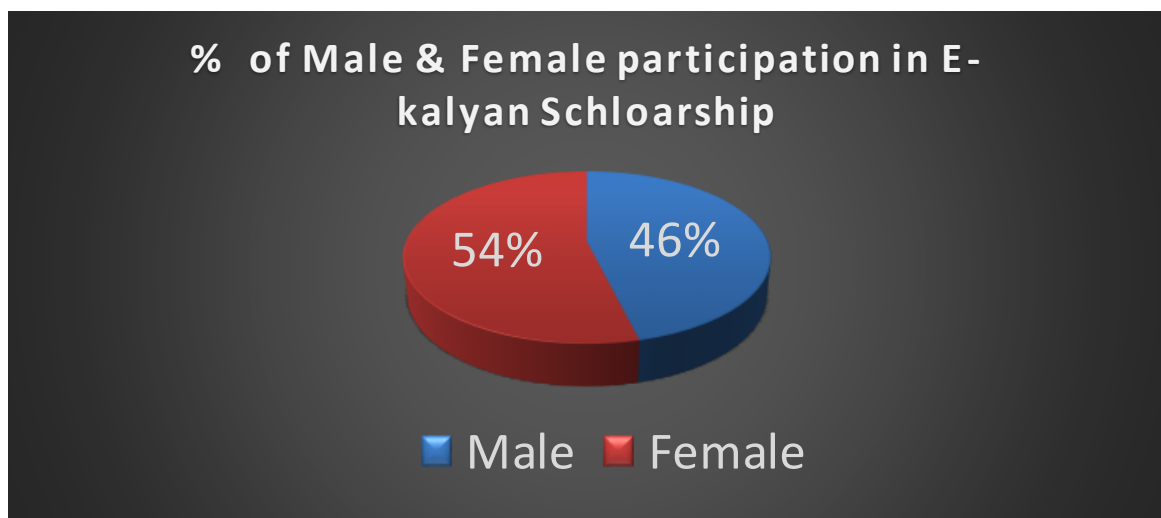
Findings reveal a balanced enrolment with 20 male students constituting 40% and 30 female students making up 60% of the total 50 students in PG (M. Com) Courses for the academic year 2022-2023. This report reveals a slightly higher percentage of female students in the PG program for the academic year 2022-2023.

### STUDENTS PARTICIPATION IN SCHOLARSHIPS

2022-2023					
Name of the Scholarship	Total Participants	Male	Female	Male %	Female %
YSS Scholarship	164	80	84	48.78	51.22
E-Kalyan	1517	700	817	46.17	53.83
Yashasvi Scholarship by JSP Foundation for Girls Students			44		



*The report reveals a balanced participation, with 48.78% male and 51.22% female representation among the 164 recipients of the YSS scholarship program.*



*This report reveals a slightly higher percentage of female participation in the scholarship program named E-Kalyan (Government of Jharkhand); out of a total of 1517 scholarship recipients 46.17% are males and 53.83% are females. The findings underscore a positive stride towards gender equity, fostering inclusivity and diversity within the initiative.*

A total number of 44 girls' students actively participated in the Yashasvi Scholarship (by JSP Foundation) at Yogoda Satsanga Mahavidyalaya. This dedicated



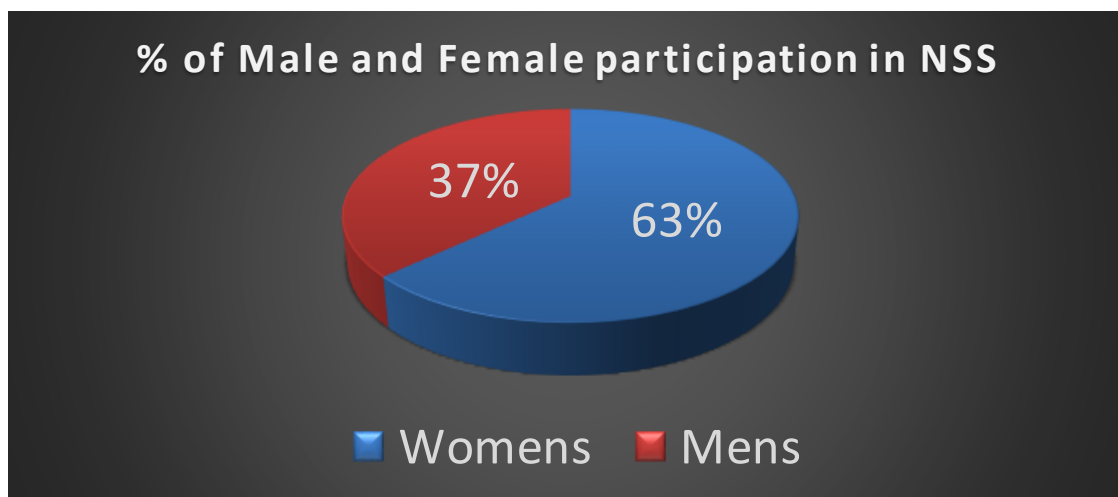


scholarship program is exclusively tailored for female students to enhance educational opportunities and empower young women.

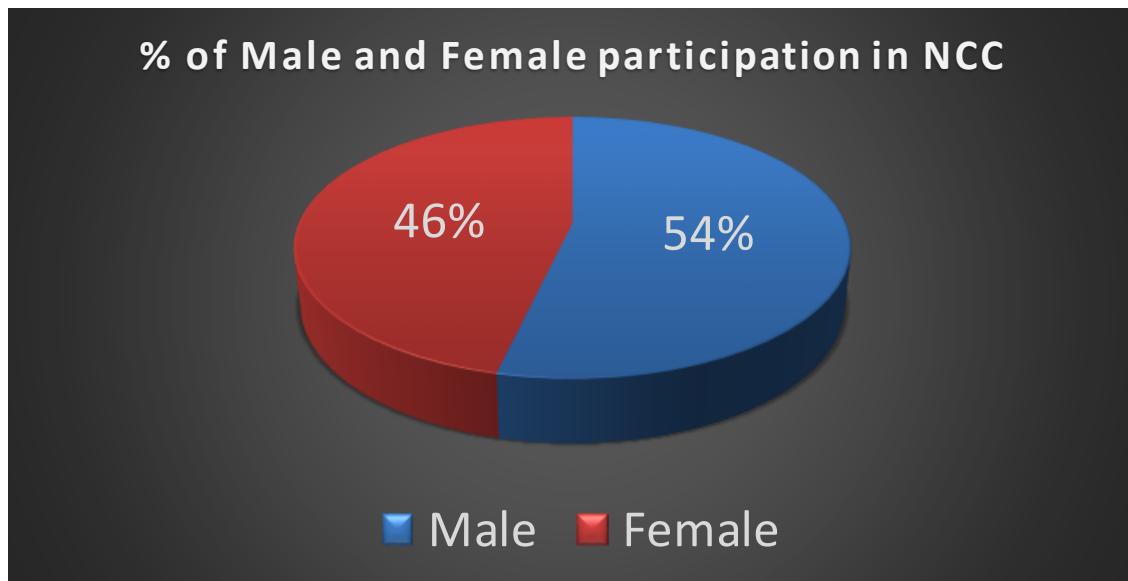
### Students Participation in National Service Scheme (NSS & NCC)

The NSS and NCC programs at Yogoda Satsanga Mahavidyalaya play an active role in promoting a gender-inclusive environment. Through a range of activities and events, students, irrespective of gender, are provided equal opportunities to participate in NSS/NCC activities, fostering a sense of equality.

NSS (2022-2023)					
Year	Total	Male	Female	Male %	Female %
2022-2023	138	51	87	37.00	63.00
NCC (2022-2023)					
Year	Total	Male	Female	Male %	Female %
2022-2023	41	22	19	53.66	46.34



*The current data indicates a higher representation of female students in the NSS program 63.0% in our Mahavidyalaya in the academic year 2022-2023. This presents an opportunity to leverage the National Service Scheme as a platform for fostering gender equality, emphasizing the crucial role of women in community service and leadership.*



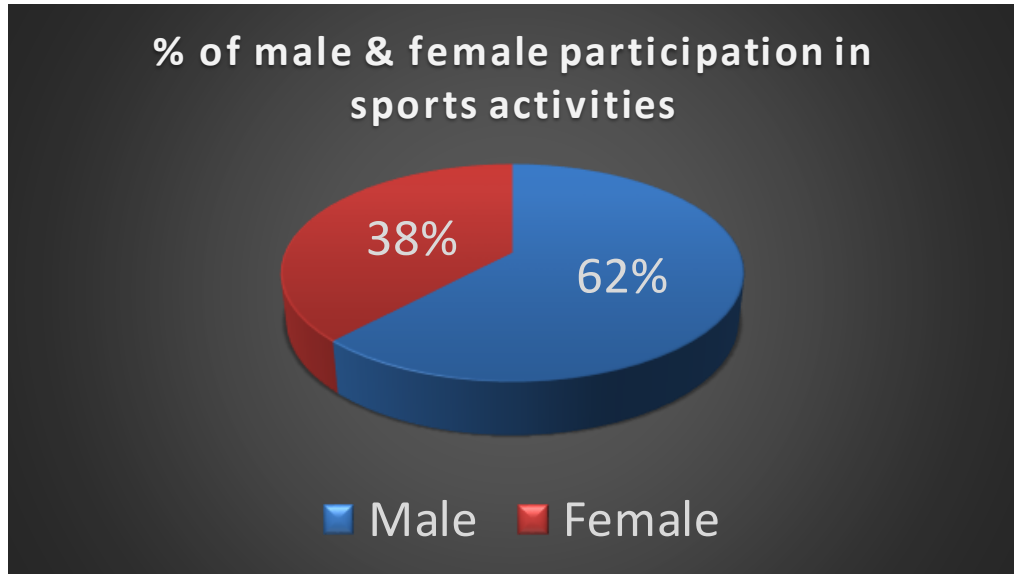
*The gender audit report for NCC students enrolled in the academic year 2022-2023 highlights a total of 41 participants, with 53.66% being male students and 46.34% female students. The balanced representation signifies a commitment to diversity and equal opportunities for both male and female students in the Mahavidyalaya.*

### **STUDENTS' INVOLVEMENT IN SPORTS ACTIVITIES**

Students' involvement in sports activities is a key component of fostering gender equity, challenging stereotypes, and promoting a culture of inclusivity. While progress has been made, there is still work to be done in addressing challenges and creating an environment where all students, regardless of gender, can fully participate and benefit from the positive aspects of sports engagement.

Year	Total	Male	Female	Male %	Female %
2022-2023	476	295	181	61.97	38.03

Throughout the years, the Mahavidyalaya has witnessed a robust team of female sportspersons and athletes, many of whom have also achieved recognition at the inter-college and state levels and national levels. Our Mahavidyalaya promotes and provides full support to budding female athletes. It encourages young women and girls to participate in different sports and other extra-curricular activities at different levels.

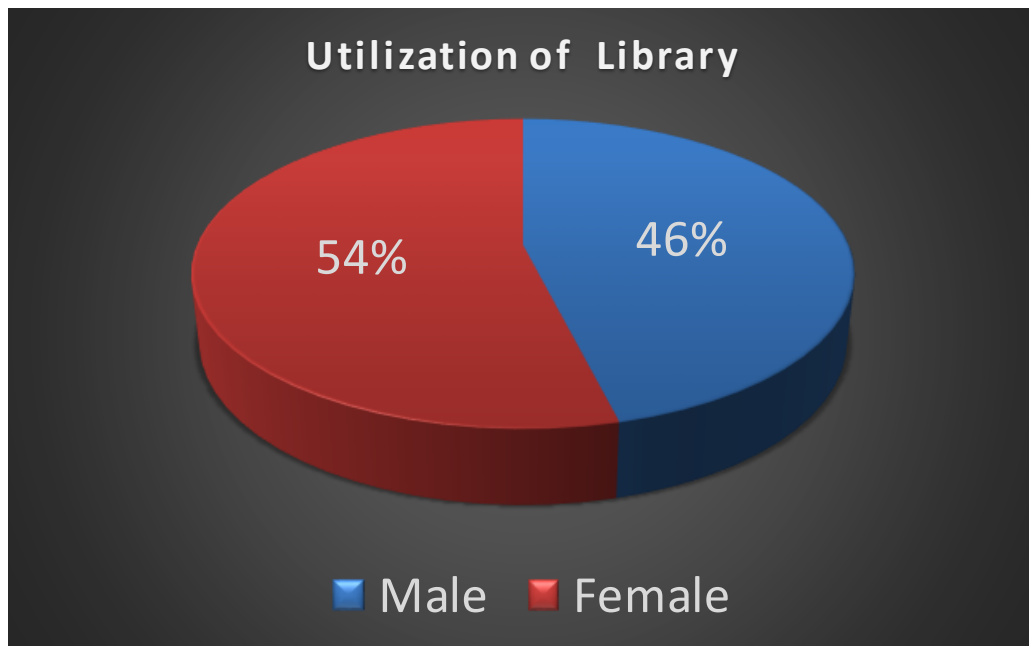


*This statistical report reveals that out of a total of 476 students participating in sports activities in the year 2022-2023, 295 are male students, constituting approximately 61.97% of the participants. Conversely, female participation stands at 181, accounting for approximately 38.03% of the total. This analysis highlights a need for continued efforts to promote gender equity in sports engagement within the student community.*

### **GENDER WISE LIBRARY UTILIZATION**

Yogoda Satsanga Mahavidyalaya's commitment to gender equity in Central Library utilization serves as a commendable example of creating an inclusive educational environment. By actively addressing access and utilization patterns, the institution ensures that its Central Library is a space where all students, regardless of gender, can thrive academically

Year	Total	Male	Female	Male %	Female %
2022-2023	11202	5153	6049	46.1	53.9



The gender audit report for students' utilization in the central library in the academic year 2022-2023 highlights a total of 11202 participants, with 53.9% being female and 46.1% male. The balanced representation signifies a commitment to diversity and equal opportunities for both male and female students in our Central Library of the Mahavidyalaya.

## 7. FACULTY COMPOSITION

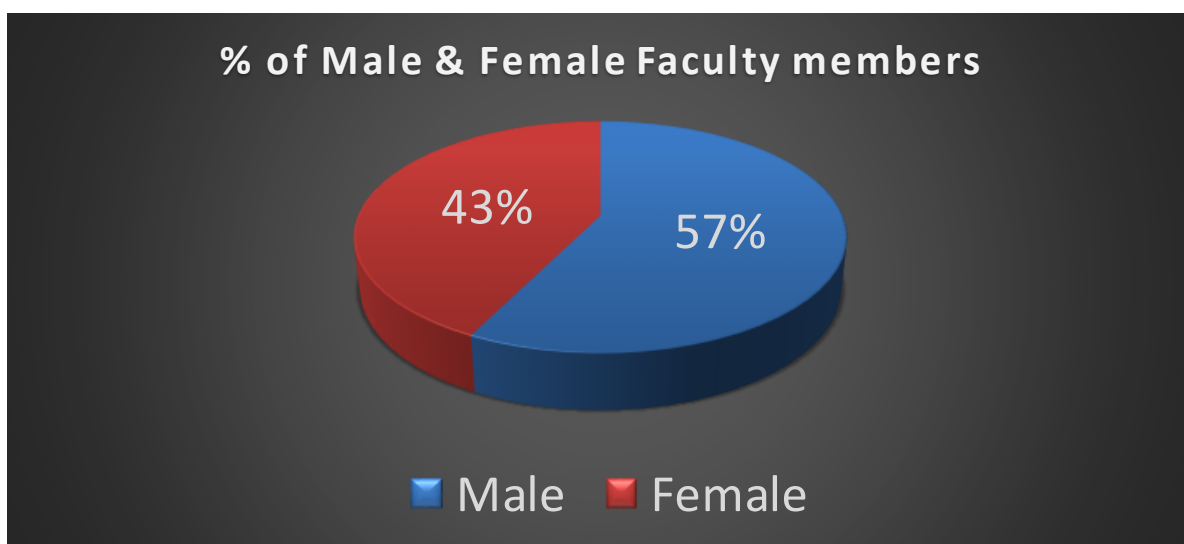
The number of women within the teaching Faculty is steadily increasing at the Yogoda Satsanga Mahavidyalaya. At present, there are a total of 26 female teachers as compared to a total of 35 male teachers.

Designation	Male	Female	Total
Associate Professor	13	4	17
Assistant Professor	22	22	44
Total			61



## Percentage of Faculty Members

Male %	Female %
57.37	42.62



*This audit reveals a faculty composition of 35 males and 26 females among a total of 61 faculty members. The analysis indicates a male participation rate of approximately 57% and a female participation rate of about 43%.*

## ADMINISTRATIVE POSITIONS FROM FACULTIES

Promoting gender equity in administrative positions within Yogoda Satsanga Mahavidyalaya is pivotal for fostering a balanced and inclusive work environment. The institution is dedicated to adopting policies that prioritize equal opportunities and fair representation, ensuring that leadership roles reflect the diversity of the college community. The Mahavidyalaya actively encourages gender-neutral recruitment processes, implements mentorship programs, and provides professional development opportunities to break down barriers.

- Out of 15 departments, 6 of the HODs are female in the academic year 2022-2023.
- Prof-in-Charge (Academics), Bursar, Controller of Examinations, Coordinator IQAC, Prof. In Charge (Library), Public Information Officer, and Coordinator IGNOU etc. are females. By having women in leadership positions, we inspire

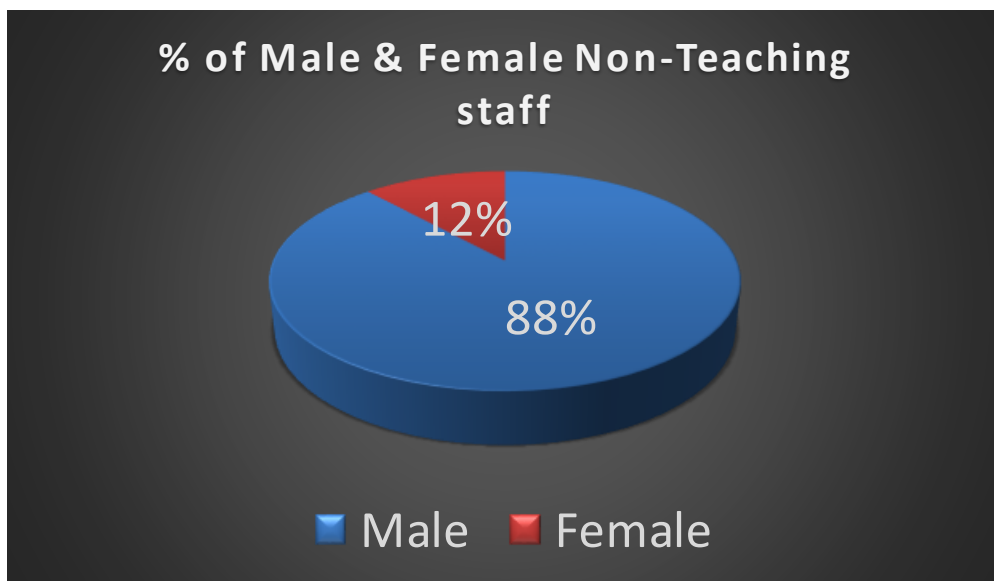


students and create role models, fostering an environment that nurtures aspirations and breaks down gender barriers.

## 8. GENDER-WISE NON-TEACHING STAFF COMPOSITION

Total	Male	Female	Male %	Female %
51	45	6	88.24	11.76

*This audit reveals out of a total of 51 non-teaching staff, 45 (88.24%) are male, while only 6 (11.76%) are female.*



## 9. INTERNAL COMMITTEE AND WOMEN'S SAFETY

In compliance with the University Grants Commission's (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in HEIs) Regulation, 2015 directive the Yogoda Satsanga Mahavidyalaya has Internal Complaints Committee, Proctorial Board, Anti-Ragging Committee, Anti Ragging Squad, Women's Cell and Equal Opportunity Cell to deal with issues of sexual harassment and provide a safe and healthy working environment for all female members of Yogoda Satsanga Mahavidyalaya. The members belong to the teaching staff, non-teaching staff and students.

The following are the members of the committees:



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SL NO	Name of the Committee	Chairpersons/Prof.-in-Charge/ Head	Members
1	Proctorial Board (PB) & Discipline	Dr. N.N. Choudhary (college proctor)	Dr. Mritunjay Kumar, Dr. Sanjay Kumar, Mr. Shekhar Suman, Dr. Abha Kumari, Mr. Syed Tanzeem Ahmed, Mr. Partha Sarthi Chattaraj, Mr. Rajeev Mishra, Mr. Vikash Verma, Mr. Ritesh Pathak, Mr. L. K. Jha
2	Anti-Ragging Committee (ARC)	Principal	Dr. N. N. Chaudhary, Dr. Anjana Verma, Dr. Loveneesh Goutam, Ms. Jayanti Kumari, Mr. Bipul Kr. Dubey, Mr. Partha Sarthi Chattaraj and nominated reps of DC, SSP and NGO
3	Anti- Ragging Squad (ARS)	Dr. Mritunjay Kumar	All Assistant Proctors, Dr. Mallika Kumari, Mr. Bipul Kr. Dubey, Ms. Khushbu Kumari, Mr. L.N.S. Thakur, Mr. Navin Kumar, Mr. S. S. Loka, Ms. Anshu Kumari, Mr. Ajay Kumar, Ms. Sharmila Kumari
4	Internal Complaints Committee (ICC)	Ms. Pragati Bakshi	Mr. Arvind Katiyar (Director Inter), Dr. Mallika Kumari, Ms. Mamta Jha, Mr. J. Mukhopadhyay, NGO Representative
5	Women's Cell	Ms. Pragati Bakshi	Ms. Seema, Ms. Ria Mukharjee <b>Students:</b> Ms. Deepika Choudhary, Ms. Rachna Kumari, Ms. Riya Kumari, Ms. Archana Khoya, Miss Akanksha Kumari



6	Equal Opportunity Cell	Dr. Neha Murai	Ms. Simran Kaur, Dr. Neha Murai, Mr. Syed Tanzeem Ahmed (CVS) Ms. Saron Tirkey (Inter), Mr. S. S. Loka
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The Mahavidyalaya has an online complaint registration mechanism in place for the women's faculty and staff members. It serves as a platform for women to register their grievances or concerns conveniently and confidentially. Nevertheless, this reflects our commitment to providing a safe and accessible space for addressing issues that matter. We believe in fostering an environment where every voice is heard, and this initiative is a testament to our dedication to ensuring the well-being and security of all women associated with our institution.

( <https://ysmranchi.net/women-complaint>)

## 10. CO-CURRICULAR ENGAGEMENTS FOCUSED ON GENDER

Through various activities and events, Yogoda Satsanga Mahavidyalaya strives to create an environment that celebrates and values the unique contributions of individuals, irrespective of gender. These initiatives aim to break down stereotypes, foster mutual respect, and empower all students to thrive in an atmosphere of equality:

- Awareness Session on Women's Health-Related Issues collaborated with the Inner Wheel Club of Ranchi South to organize an informative talk led by Dr. Beauty Banerjee, a renowned gynecologist in Ranchi.
- Martial Arts and Karate in the campus with greater emphasis on self-defense for female students.





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- Specialized Skill training programs have been facilitated to empower young girls by providing them with valuable skills and knowledge that can enhance their employability and overall development
- Celebrate International Women's Day to acknowledge and honor women's achievements and contributions to society.
- The Mahavidyalaya has outlined a comprehensive Gender Sensitization Action Plan for the academic year 2022-2023. This plan encompasses key focus areas such as Campus Safety and Security, Prevention of Discrimination and Harassment, Ensuring Equal Participation and Opportunities, Raising Awareness, Skill Enhancement and Empowerment, Educational Initiatives, Mentoring and Support, as well as Promoting Leadership Diversity.

## 11. RECOMMENDATIONS

- Increase the number of female staff in decision-making bodies.
- Increase the number of female non-teaching staff.
- Motivate female students to actively participate in sports/Yoga of their own choice.
- Organize awareness programs on the Legal Rights of Women.
- Introduce self-employment training in different subjects.

## 12. SUMMARY

Gender equality, equality between men and women does not mean that women and men have to become equal, but that their rights, responsibilities, and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC). The Mahavidyalaya constantly endeavors to work for the benefit of female staff and female students. The Mahavidyalaya recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations



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and opportunities. The Mahavidyalaya not only tries to organize different activities to make the female students and staff aware of gender sensitization but also tries to motivate them to live in a dignified manner and due self-respect. We find that students' strength particularly girls' strength is increasing in both UG and PG programmes in the academic year 2022-2023. Further, it has been observed that the success rate among female students is higher as compared to boys. They are taking an interest in participating in all co-curricular and extra-curricular activities including cultural programs organized by the institution. Their participation in sports is also increasing day by day.

## 13. CONCLUSION

The analysis shows that gender equity goals and objectives are included in all the aspects, and programs of the Mahavidyalaya. The staff also reported that they have no problems related to gender criteria. The gender Audit Team analyzed that gender equality and gender sensitivity are encouraged by the management and staff of the Mahavidyalaya and they do have gender-sensitive behavior. It is found that the Mahavidyalaya has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value setup.



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Dr. Shyam Pandey  
Principal & Chairman, Gender  
Audit Committee, Yogoda  
Satsanga Mahavidyalaya

Mrs. Pragati Bakshi  
Member, Gender Audit  
Committee & HOD, Dept. of  
Economics, Yogoda Satsanga  
Mahavidyalaya

Mrs. Simran Kaur  
Member, Gender Audit  
Committee & Coordinator,  
IQAC, Yogoda Satsanga  
Mahavidyalaya

Dr. Mallika Kumari  
Member, Gender Audit  
Committee & HOD, Dept. of  
Philosophy, Yogoda  
Satsanga Mahavidyalaya

Mr. Jayanta Mukhopadhyay  
Member, Gender Audit  
Committee & HA, Yogoda  
Satsanga Mahavidyalaya

Mr. Sourav Nag  
Member, Gender Audit  
Committee & Librarian,  
Yogoda Satsanga  
Mahavidyalaya

Mrs. Ria Mukherjee  
Member, Gender Audit  
Committee, Yogoda Satsanga  
Mahavidyalaya