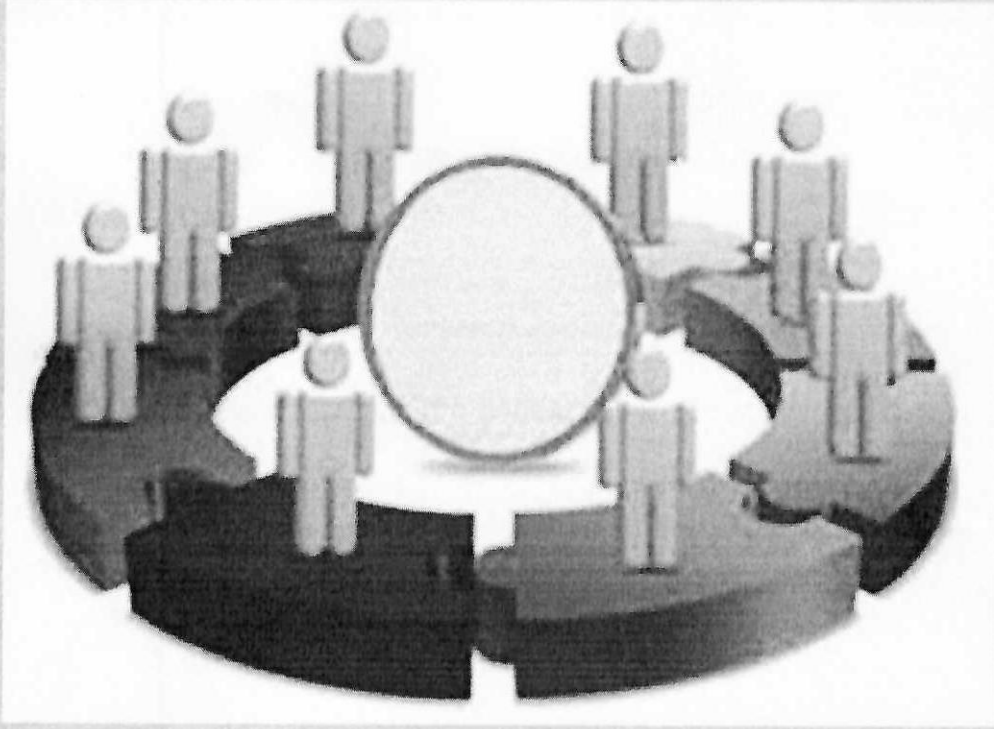


Gender Audit Report 2020-21



INTERNAL QUALITY ASSURANCE CELL
TRIPURA UNIVERSITY
(A Central University)
Suryamaninagar, West Tripura,
Agartala, Pin-799022,
Tripura, India

Gender Audit Report 2020-21



INTERNAL QUALITY ASSURANCE CELL TRIPURA UNIVERSITY

(A Central University)

Suryamaninagar, West Tripura,
Agartala, Pin-799022,
Tripura, India

GP
15.7.22

प्रो० गंगा प्रसाद प्रसाई
Prof. Ganga Prasad Prasain
कुलपति / Vice-Chancellor
त्रिपुरा विश्वविद्यालय
Tripura University

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15/7/22

(Dr. Deepak Sharma)
Registrar
Tripura University

Draft
Gender Audit Report
2020-21

**Gender Audit Report Prepared by
Women's Studies Centre
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GENDER AUDIT REPORT

1. Introduction

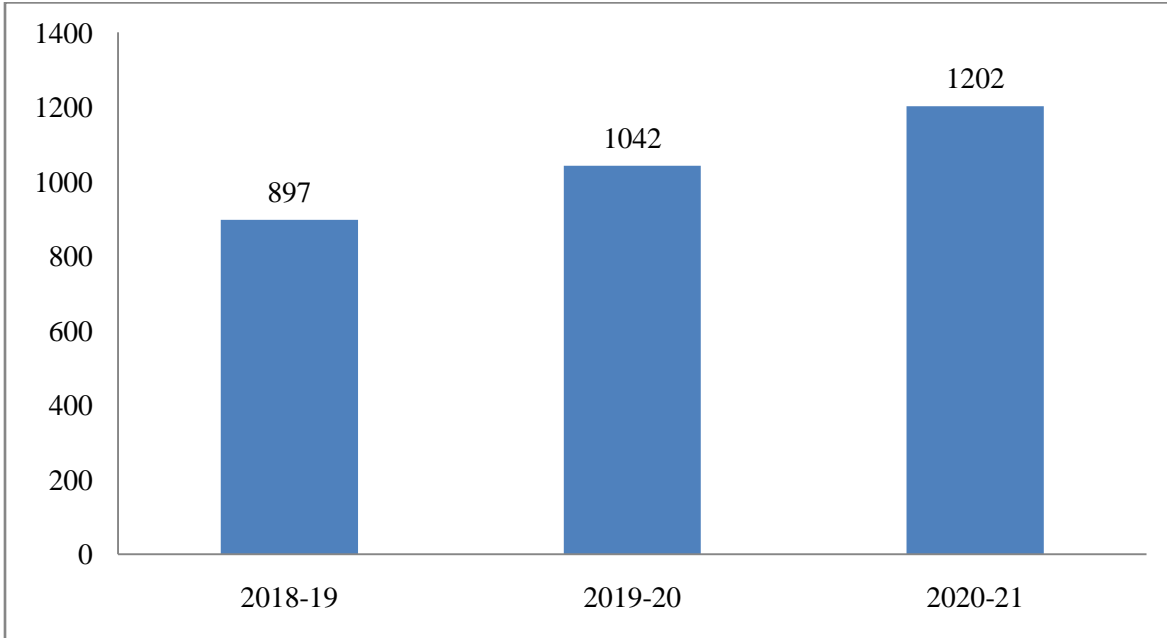
The Gender audit Report 2020-21 follows the same format as the first report (2015-20) and provides an idea of gender balance in the institution on the basis of data for the year 2020-21. It also documents the institutional initiatives for building awareness for gender issues and for creating a gender friendly environment. The report contains 17 tables and 7 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, proportion of women among teaching and non teaching employees, 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. An idea about participation of the faculty members in different academic activities like publication of papers, books, and book chapters, attendance in conference and workshops, and delivery of invited talks etc are also documented on the basis of data provided in the Annual Report 2021. 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

Figure 1 shows the gender ratio in admission of students in the University. It is evident that, for every thousand boys admitted, one thousand two hundred two (1202) girls are admitted in

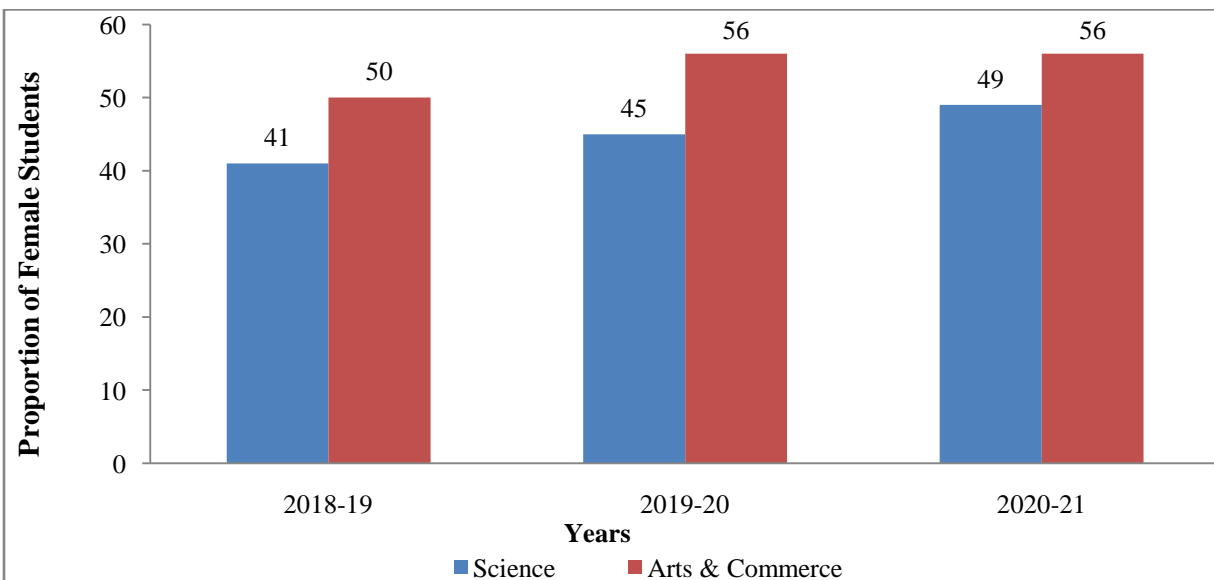
different courses in the university in 2020-21. It was 897 and 1042 in the year of 2018-19 and 2019-20 respectively.

Figure 1: Gender Ratio at Admission



Sources: Gender Audit Report, 2015-20 and Annual Report, 2021

Figure 2: Proportion of Female Student Admitted according to Subject Streams



Sources: Gender Audit Report, 2015-20 and Annual Report, 2021 (Table 1)

Figure 2 shows the proportion of female student admitted according to Subject Streams. It is observed that the proportion of female students admitted in science subjects remained lower in all the three years. This is only expected, as the choice of subject, at school level is also gendered. However, it is heartening to note that the figure is improving over the years.

Table1: Students' Admission, 2020-21

Programme Name		Female	Male	Total
PG	Faculty of Arts	597	465	1062
	Faculty of Science	197	201	398
IMD		122	75	197
Other		88	94	182
Total		1004	835	1839

Sources: ESIS Software and Annual Report, 2020-21

Note: Others= UG+ B. Voc+ Diploma+ B.ED

Table 1 shows the number of male and female students admitted in different courses in the year of 2020-21. It is noticed that the total number of female students is higher than male students. But in case of faculty of science the male students is slightly higher than female students.

Table 2: Total Students Enrolled in 2020-2021 (Odd Semester)

Programme Name		Female	Male	Total
PG	Faculty of Arts	1119	822	1941
	Faculty of Science	363	402	765
IMD		284	269	553
Other		152	208	360
Total		1918	1701	3619

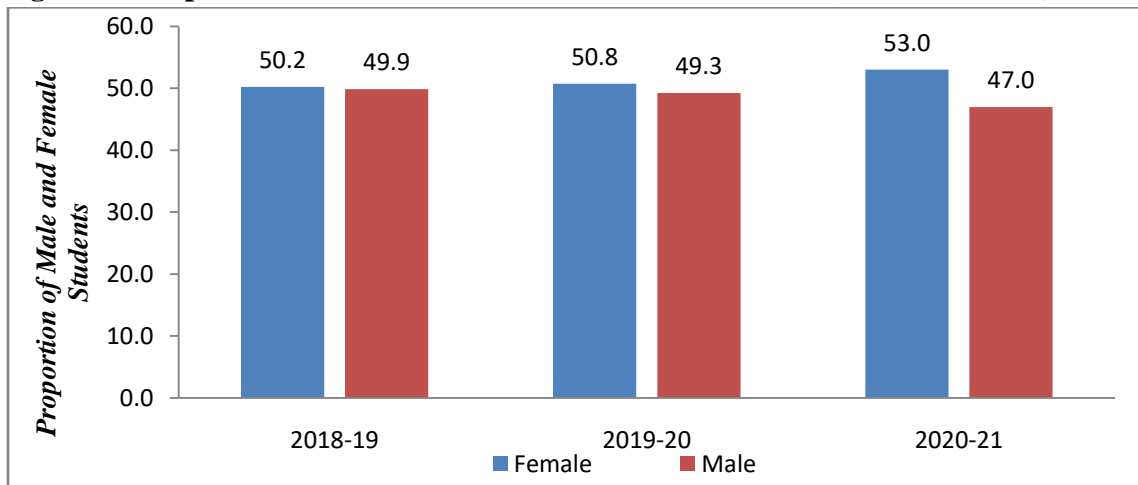
Sources: Annual Report, 2020-21

Note: Others= UG+ B. Voc+ Diploma+ B.ED

Table 2 shows the number of male and female students enrolled in different courses in different semesters in the year of 2020-21. From this table the proportion of female and male students and

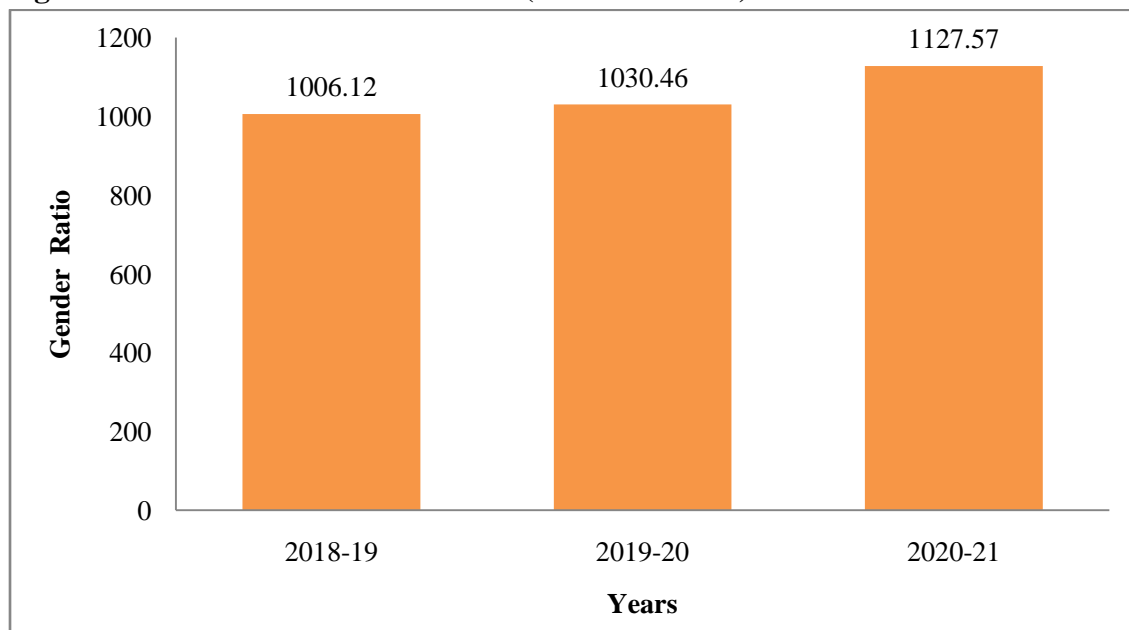
gender ratio in total students enrolled are calculated and shown in figure 3 and 4 respectively. The proportion of female students is slightly higher, i.e. fifty per cent in all the three years. The gender ratio defined as female students per onethousand male students enrolled. In 2020-20, the gender ratio is higher in comparison to 2018-19 and 2019-20. It also observed that in 2020-21 the gender ratio in enrolment is lower than the genderratio in admission.

Figure 3: Proportion of Male and Female Students Enrolled (Odd Semesters)



Source: Gender Audit Report, 2015-20, Annual Report, 2020-21 (Table)

Figure 4: Gender Ratio in Enrolment (Odd Semesters)



Sources: Gender Audit Report, 2015-20 and Annual Report, 2021

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

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. Interconnectedness of caste, community and gender is an issue which needs to be adequately studied. Table 3 provides the gender wise data of students belonging to different social categories for the year of 2020-21.

Table 3: Social Category of Students, 2020-21

Category		Female	Male	Total
Reserved	SC	283	271	554
	ST	768	672	1440
	OBC	249	224	473
	EWS	33	43	76
	PWD	6	11	17
Total of Reserved		1339	1221	2560
Unreserved (Gen)		579	480	1059
Grand Total (UR + Reserved)		1918	1701	3619

Sources: Annual Report, 2020-21

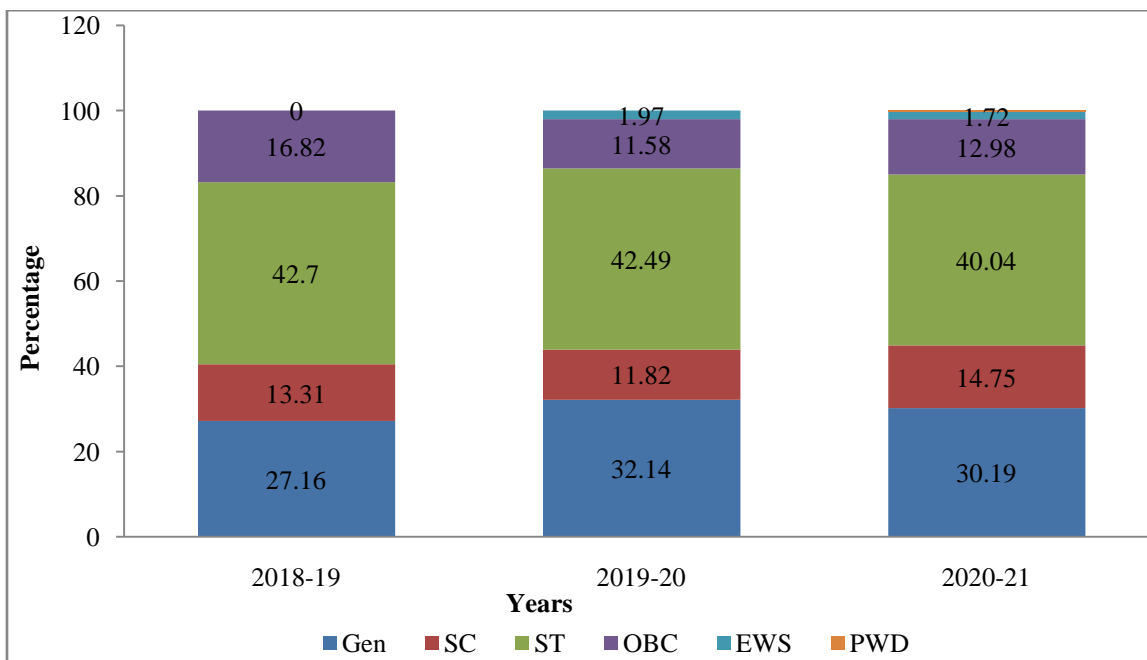
Table 4: Social Category of Female Students Enrolled (in percent)

Category		2018-19	2019-20	2020-21
Reserved	SC	13.3	11.8	14.8
	ST	42.7	42.5	40.0
	OBC	16.8	11.6	13.0
	EWS	0.0	2.0	1.7
	PWD	0.0	0.0	0.3
Total Reserved		73	68	70
Un Reserved (Gen)		27	32	30

Sources: Gender Audit Report, 2015-20 and Annual Report, 2021 (Table 3)

Table 4 shows the proportion of female students belonging to different social categories. It is observed that highest proportion of female students belong to the scheduled tribe (ST) category, every year followed by general category. This is more prominently displayed in Figure 5. It is instructive to note that 70 percent of female students belong to the reserved categories considered together.

Figure 5: Social Category of Female Students (in percent)



Sources: Gender Audit Report, 2015-20 and Annual Report, 2020-2021

It is interesting to look at the proportion of female students among different social categories separately, in order to have an idea about the impact of inclusive policies on women belonging to these categories. This enables us to understand the gender balance within the social categories.

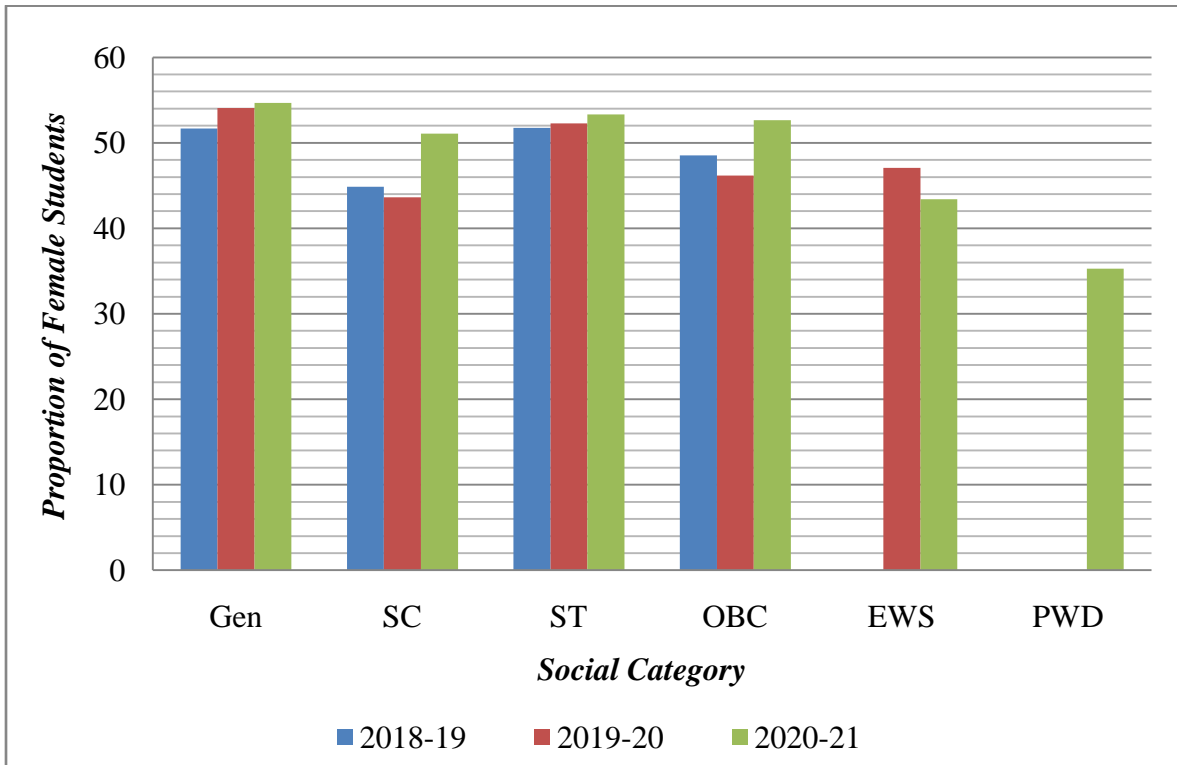
It is observed that, in 2020-21 more than 50 percent students are female in all the social category except EWS and PWD category. It also may be noted that, during the last three years of analysis, proportion of female students have gone up among the UR (Unreserved) , SC, ST and OBC categories (Table 5 and Figure 6).

Table 5: Female in Social Category (in per cent)

Community		2018-19	2019-20	2020-21
Reserved	SC	44.87	43.64	51.08
	ST	51.76	52.27	53.33
	OBC	48.54	46.19	52.64
	EWS	0	47.06	43.42
	PWD	-	-	35.29
Sub Total Reserved		49.60	49.30	52.30
UR		51.67	54.09	54.67
Total		50.15	50.75	52.99

Sources: Gender Audit Report, 2015-20 and Annual Report, 2021

Figure 6: Female in Social Category (in per cent)



Source: Based on Table 5

4. Students' Performance: A Gender Perspective

4.1 Success Rate of Male and Female Students in PG Courses

In the section the success rate of female students in the Master's Degree Programmes in the two faculties, are compared. 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 6 below. It is observed that success rate of female students marginally exceeds that of male students in both the faculties. Moreover, in case of Arts & Commerce the success rate of female students is very high in comparison to male students.

Table 6: Success Rate of Male and Female Students, 2020-21.

Faculty	Female			Male		
	Appeared	Passed	Success Rate	Appeared	Passed	Success Rate
PG Arts & Commerce	475	466	98.1	326	304	93.3
PG Science	150	150	100.0	178	178	100.0
Both faculties	614	605	98.5	497	482	95.6

Sources: Office Record, Examination Section, T.U.

Table 7 (a): Students with CGPA 6 and above in PG Final Semester (2020-21)

Faculty	Female	Male	Total
PG Arts & Commerce	422 (60)	281 (40)	703
PG Science	147 (46)	172 (54)	319

Sources: Office Record, Examination Section, T.U.

Note: Parenthesis shows percentage out of total passed out.

Table 7(b): Proportion of students with CGPA 6 & above (2020-21)

Faculty	Female Students with CGPA 6 & above	Male Students with CGPA 6 & above
PG Arts & Commerce	422 (91)	281 (92)
PG Science	147 (98)	172 (97)
Both faculties	569 (94)	453 (94)

Source: Office Record, Examination Section, T.U

Note: Percentage calculated based on Table 6 and Table 7.2.

Table 7 shows the number of students having CGPA 6 and above in final examination, 2020-21.

It is observed that proportion of female students having CGPA 6 and above is higher in case of faculty of Arts & Commerce. Again it is low in case of Science.

4.2. Access of Female Students to Research

Numbers of male and female scholars admitted to Ph.D. course in the University in different years are presented in Table 8. It is observed that proportion of female scholars admitted to Ph.D. Course is less in comparison to male scholars. But proportion of female scholars has increased from 2018-19 to 2020-21.

Table 8: Ph. D Admission

Year	Female	Male	Total
2018-19	60 (38.46)	96 (61.54)	156
2019-20	32 (36.36)	56 (63.64)	88
2020-21	44 (42.71)	59 (57.28)	103

Source: esis software

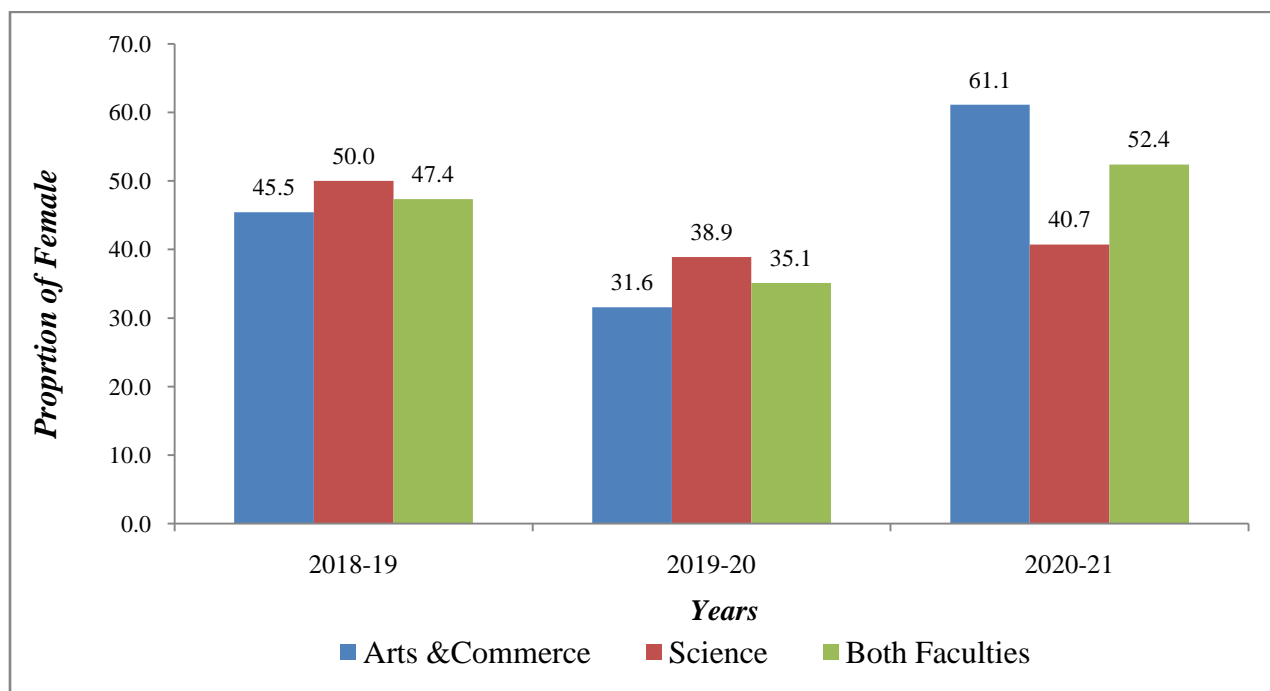
Table 9 shows that number of male and female Ph.D. scholars awarded in different faculties in the last three years. Percentage of female scholars receiving Ph.D. degree in Science, Arts and Commerce are calculated and presented in Figure 7. It is observed that proportion of female scholars awarded Ph.D. degree has decline from 2018-19 to 2019-20, but increased in 2020-21.

Table 9: Ph.D. Awarded in Different Faculties

Years	Arts and Commerce			Science			Total
	Female	Male	Total	Female	Male	Total	
2018-19	5	6	11	4	4	8	19
2019-20	6	13	19	7	11	18	37
2020-21	22	14	36	11	16	27	63

Source: Academic Section

Figure 7: Proportion of Female Scholars Awarded Ph.D.



Source: Based on Table 9

5. Faculty Participation in Academic Activities

Participation in academic activities is indicated by publication of articles in journals and in edited book chapters, book publication, lectures delivered as invited speakers, participation in seminars, conferences, workshops, faculty development programmes etc. Table 10 shows the total number of publications (in journals, in edited volumes and books) considering publications both as authors and coauthors, for male and female faculty members. The table also shows the number

of Conferences, Seminar, Workshops, FDP etc. attended by the faculty members in the two years.

Table 10: Participation in Academic Activities

Academic Activities	2019-2020			2020-21		
	Female	Male	Total	Female	Male	Total
Book Chapters	21	31	52	16	58	74
Books	2	7	9	1	17	18
Published in Journals/Proceedings of Conference/seminars/Symposium	38	229	267	40	258	292
Attended in Conferences/Seminar/Workshops	47	213	260	124	372	496
Attended in Invited Talks in Colloquium/ Seminar/workshops etc.	44	128	172	49	196	245
Attended in Orientation/ Refresher/ FDC programmes	10	46	56	31	139	170

Sources: Gender Audit Report, 2015-20 and Annual Report, 2020-21

In order to have an idea of the extent of participation over the years Academic Participation Indicator is constructed by calculating on the basis of total no. of male and female faculty members (Table 12) in every year for every activity (Table 11).

Thus, we may have an idea of how participation by female faculty in different category of activities has changed on average, during the last two years. It is observed that all the academic participation activities except book chapter and books, the participation of female faculty has increased from 2019-20 to 2020-21. It is also noted that average participation of female faculty in conference or workshop and invited talks are high in comparison to male faculty in 2020-21.

Table 11: Academic Participation Indicator:

Academic Activities	2019-2020			2020-2021		
	Female	Male	Total	Female	Male	Total
Book Chapters	0.64	0.25	0.33	0.50	0.50	0.50
Books	0.06	0.06	0.06	0.03	0.15	0.12
Published in Journals/Proceedings of Conference/seminars/Symposium	1.15	1.83	1.69	1.25	2.22	3.35
Attended in Conferences/Seminar/Workshops	1.42	1.7	1.65	3.88	3.21	3.35
Attended in Invited Talks in Colloquium/ Seminar/workshops etc.	1.33	1.02	1.09	1.53	1.20	1.15
Attended in Orientation/ Refresher/ FDC programmes	0.3	0.37	0.35	0.97	1.20	1.15

Source: Gender Audit Report, 2015-20 and Annual Report, 2020-21

Note: Calculations based on Table 10 and Table 12.

6. Gender Balance among Employees

Presence of a sizable number of women, a critical mass is important in order to initiate a concerted effort towards gender mainstreaming for achieving gender equality. The number and proportion of women employees in an institution thus becomes important (UN, 2010).

6.1. Gender Balance among Teachers

The question of gender balance in a University cannot be complete without looking into the gender composition of teaching community. The All India Survey for Higher Education 2018-19 shows that in institutes of higher education in India 42 per cent are women. When Tripura University was established in 1997, there were only three women members of the faculty. It took more than two decades for that number to reach a two digit figure after the University became a Central University in 2007. By 2011 there were 27 women teachers and the tally goes to 32 in

2021(Table 12). Table 12 shows the number of teachers in different faculties according to their ranking. The number of female professor increased from one to six.

Table 12: Female and Male Faculty, 2018-19 to 2020-21

Year	Professor		Associate Professor		Assistant Professor		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	
2018-19	1	28	5	17	28	88	34	133	167
2019-20	1	24	5	17	27	84	33	125	158
2020-21	6	36	3	15	23	69	32	120	152

Sources: Office Record

6.2. Gender Balance among Non-Teaching Employees

As on March 2021, among the 306 non-teaching employees in the University, 67, that is 21.9 percent are women. Of 67 women employees, 36 that is 53 per cent are regular employees of all 306 non- teaching employees, 219 are regular employees, 27 are contractual and 60 are casual employees. In these three categories proportion of female employees is highest among casual employees (43 per cent). As is shown in Table 3.11, most of the regular female workers belong to the Group C category. Among the group C employees roughly 17 percent are women. This percentage declines in Group B and Group A category employees.

Table 13: Gender Balance among Employees as on March, 2021

Category	Female	Male	Total
Regular	36 (16)	183 (84)	219
Contractual	11(41)	16 (59)	27
Casual	20 (43)	40 (67)	60
Total	67 (21.9)	239 (78.10)	306

Source: Office Records.

Note: Values in the Parenthesis shows percentage

7. Women in Organizational Activities

Table 14 observed that female member constituted 14.08 percent in committees for the last three years. But the proportion of female members in committees has been decreased during last three years.

Table 14: Proportion of Women Members in Committees

Years	2018-19	2019-20	2020-21	Total
No. of Sample of Committees	09	09	26	44
Total Female Members	14 (20.58)	17 (14.17)	27 (12.05)	58 (14.08)
Total Members	68	120	224	412

Source: Office Records.

Note: Values in the Parenthesis shows percentage

8. 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 being 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.

Table 15 shows the details of maternity leave enjoyed by the employees of Tripura University, year wise from 2015 to 2021.

Table 15: Maternity leave (2015-2021)

Year	Teaching		Non-Teaching	
	Numbers	Days	Numbers	Days
2015	02	145	nil	nil
2016	02	146	2	271
2017	02	254	2	89
2018	03	410	nil	nil
2019	04	220	02	360
2020	03	208	01	03
2021	04	278	2	193

Source: Based on Office Records, Registrar Branch

Table 16: Child care leave (2015-2021)

Year	Teaching		Non-Teaching	
	Numbers	Days	Numbers	Days
2015	4	104	4	127
2016	4	135	3	113
2017	3	158	4	196
2018	3	179	7	293
2019	3	191	6	330
2020	2	103	3	51
2021	3	263	4	34

Sources: Based on Office Records, Registrar Branch

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. Also, no such case was reported during the interview of teaching and nonteaching employees.

Table 16 shows that starting from 2015 to 2021, a total of 11 female teachers and 17 nonteaching female employees availed 1136 days and 1144 days of child care leave respectively.

Moreover regarding paternity leave, a total of three non-Teaching employees avails 45 days leave in 2020-21 (Office Record, Registrar Branch, TU)

9. Institutional Initiatives

9.1 Activities of Internal Complaints Committee (ICC)

No complains was received in the academic year 2020-21. It may be noted here that due to COVID 19 University was only functioning online for classes and roster basis for the employees in 2020. However in order to continue the existing practice, the Women Study's Centre at Tripura University conducted a seminar on "Gender Issues in COVID 19 Context" on 28th September 2020 with panel discussion on Ensuring Women's Society at Home and Outside with special reference to COVID 19 Pandemic Induced Social Isolation (Annual Report, 2020-21).

9.2. Activities of Women's Studies Centre 2020-2021

To promote gender awareness and sensitivity the Centre organizes Lectures, Interaction Programmes, Panel Discussion, Training Programmes, Workshops, Awareness Programmes, and Webinars on Women and Gender on a regular basis. The Centre aims to increase visibility of women's issues in the institution and tries to open the avenues for a dialogue in multidisciplinary collaboration in research and teaching. Thus WSC TU hopes to serve as a nodal

Centre for teaching, research and documentation in the field of Women's Studies in the State. The activities of WSC in the past pandemic ravaged year (2020-2021) are listed below:

1. Legal Awareness Programme on Women in Indian Constitution on 20th February, 2020 (NCW Funded)

Around two hundred (200) participants, including students from affiliated colleges and other universities, scholars and faculty members of the university participated. The programme was divided into four sessions, including inaugural, valedictory and two technical sessions. Sri. S. Sharma Roy, Member Secretary, Tripura State Legal Service Authority, Sri. A.K. Shukla, Member, Police Accountability Commission (Retd. IPS), Sri Purushottam Roy Barman, Prominent Human Rights Activist of the State, Dr. Ishita Chatterjee, Principal, Faculty of Law, ICAFI University were the distinguished speaker on Legal Awareness Programme.



2. Panel Discussion (Round Table) on Skill and Entrepreneurship on 6th March, 2020

The programme was initiated under the directive of UGC. Around hundred (100) participants including Faculty, scholar and students were participated. The theme was discussed by the faculties and invited experts. Prof. Ashish Nath, Department of Economics, Prof. Jahar Debbarma, Department of Economics, Dr. Joy Das, Department of Commerce, Dr. Anjana Kalai, Department of Business Management constituted the panelist.







3. A Three-day Regional E-Conference on “Gender during COVID-19: Perspective from North East India, 25-27 August, 2020” was organized by Centre for Women Studies, Dibrugarh University under the aegis of Indian Association for Women’s Studies in which WSC, Tripura University actively collaborated.

4. National Webinar on Gender Issues in COVID-19 Context on 28th September, 2020

Around Sixty (60) participants, including students, scholars and Faculty members from the Tripura University and other universities, university participated. The programme was divided into two sessions. In the first session a special lecture on “Gender aspects of COVID-19 Pandemic” was delivered by eminent academician Prof. Vibhuti Patel.

In the second session a Panel Discussion on “Ensuring Women’s Security at Home and outside: with Special reference to COVID-19 Pandemic Induced Social Isolation” was held. Ms Patricia Mukhim, Editor, Shillong Times, Dr. Monisha Behal, CEO, North East Network, Dr. Vijaylakhmi Brara, Associate Professor, Manipur University constituted the panel of expert.

**“Ensuring Women’s Security at Home and Outside :
with special reference to COVID-19 Pandemic Induced Social Isolation”**

			
MS. PATRICIA MUKHIM EDITOR, SHILLONG TIMES	DR. MONISHA BEHAL CEO, NORTH EAST NETWORK	DR. VIJAYLAXMI BRARA ASSOCIATE PROFESSOR, MANIPUR UNIVERSITY	MS. SUPRITI CHAKRABORTY TEAM LEADER, DIRECTORATE OF SKILL DEVELOPMENT, GOVT. OF TRIPURA.

4. Webinar on Stress Management on 19th October, 2020

The webinar was organised to generate awareness about the management of COVID-19 Pandemic induced stress. Around seventy (70) participants including university teachers, staff and students received the basic idea about how to manage stress by practicing psycho-social stress management techniques. Prof. Sadhan Das Gupta, Department of Applied Psychology, Calcutta University was the distinguished speaker on Stress Management in COVID-19 Times.



5. Special Lecture on Women's Rights on 8th March, 2021

Prof. Chandrika Basu Majumder, Department of Political Science, Tripura University delivered a special lecture on Contemporary issues of Women's Rights on the occasion of International Women's Day 2021. Dr. Deepak Sharma, Registrar, Tripura University also delivered his valuable speech on the occasion. The Lecture was followed by a Cultural Programme and Poetry Reading Session on Gender issues.

6. Conducted and prepared the Gender Audit report 2015-20

The Women's Studies Centre along with other faculty members and research scholars from several disciplines conducted and prepared the Gender Audit Report 2015-20 of Tripura University.