

# GENDER EQUITY AUDIT REPORT-2022



**Ranchi University, Ranchi**

**Jharkhand, Ranchi -834008**

## From the Desk of the Hon'ble Vice Chancellor



In the recent years, we have witnessed the increased participation of women and girls in all spheres of life. From being farmers to rocket scientists, women have forged their presence in all spheres of life. Yet, there is scope for much more. They have brought laurels in the field of academics, sports, cultural activities and several others. There is still scope for women and girls to achieve more in all the upcoming fields. Universities provide the space for overall development and growth of students. Therefore, here at Ranchi University we try to provide all the facilities for the growth and development of our students especially the female students. We have several women Faculty Members offering best quality of education to our students. The University ensures quality facilities for teaching and research for them. We have also women in the administrative staff. We have a Women's Redressal Cell in place to ensure a safe and healthy environment for women. In the coming days, we aim to increase the presence of girls and women in the University supporting them to excel in all fields.

Prof. (Dr.) Kamini Kumar,  
Vice Chancellor,  
Ranchi University, Ranchi

**MEMBERS OF THE INTERNAL COMMITTEE/GENDER AUDIT  
COMMITTEE,  
RANCHI UNIVERSITY**

1. Prof. (Dr.) Kunul Kandi,  
Dean Faculty of Science and Head  
Univ. Dept. of Botany, Ranchi University, Ranchi
2. Prof. Meena Sahay  
Member, Inner Wheel Club of Ranchi South
3. Dr. Anita Mehta  
Associate Professor  
University Department of Botany, Ranchi University, Ranchi
4. Dr. Smriti Singh,  
Assistant Professor,  
University Department of Chemistry, Ranchi University, Ranchi
5. Dr. Sumit Kumar Dey,  
Assistant Professor  
University Department of English, Ranchi University, Ranchi
6. Sri. U.P. Sinha  
S.O, Ranchi University, Ranchi
7. Ms. Anita Kujur,  
Non-teaching staff,  
C.C.D.C. Office, Ranchi University, Ranchi

*Kandi*

*M. Sahay*

*Anita Mehta*

*S. Singh*

*Sumit Kumar Dey*

*U.P. Sinha*

*A. Kujur*

  
Director  
IQAC

*Kamini Kumar*  
10.05.2022  
Vice Chancellor

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# CHAPTER 1

## INTRODUCTION

Ranchi University came into existence on the 12<sup>th</sup> of July, 1960 as a teaching-cum-affiliating University with headquarters at Ranchi. At the time of inception Ranchi University covered whole of the present-day Jharkhand, except Santhal Pargana. In 1992, Ranchi University was bifurcated to create Vinoba Bhave Ranchi University, reducing its area by nearly half. In 2009, Ranchi University was divided twice – in January, to create Nilambar Pitambar University, at Medininagar, and in August 2009 to create Kolhan University, at Chaibasa. At present, Ranchi University spans five districts of Jharkhand, namely, Ranchi, Gumla, Khunti, Simdega and Lohardaga. The University today has 14 Constituent Colleges, and 55 affiliated colleges/ institutes. They include Medical College, Engineering College, Law College, Institutes of Management, Institute of Psychiatry, Colleges imparting Bachelor of Education and Nursing, etc.

Ranchi University recognises the need and importance of fostering a gender equal and just academic space for its members, including students, Faculty Members as well the non-teaching staff. The University, in its everyday working, tries to ensure that ideas of gender equality are put into practice. The idea is not only to ensure equality, in terms of numbers but also to provide fertile ground for the intellectual, physical, emotional development of students from all genders.

This Gender Audit is an attempt to study whether this University has a good gender balance or not. It tries to see how this University follows Government rules, policies and actions formulated for up-gradation of women in society. This Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The purpose of gender audit is to lead to changes in public policy that contributes to an increase in gender equality. The purpose of such gender audit is two-fold – one to assess whether the institution recognises and addresses women's voices and concerns and, two, to increase women's awareness about their rights and claims and also their access to resources and opportunities.

In the following sections, a detailed reporting of the same has been done. The different Departments of the University and the colleges have a significant presence of female students, Faculty and non-teaching staff members and, in the present days, the University is working towards ensuring gender development and equality in the campus.

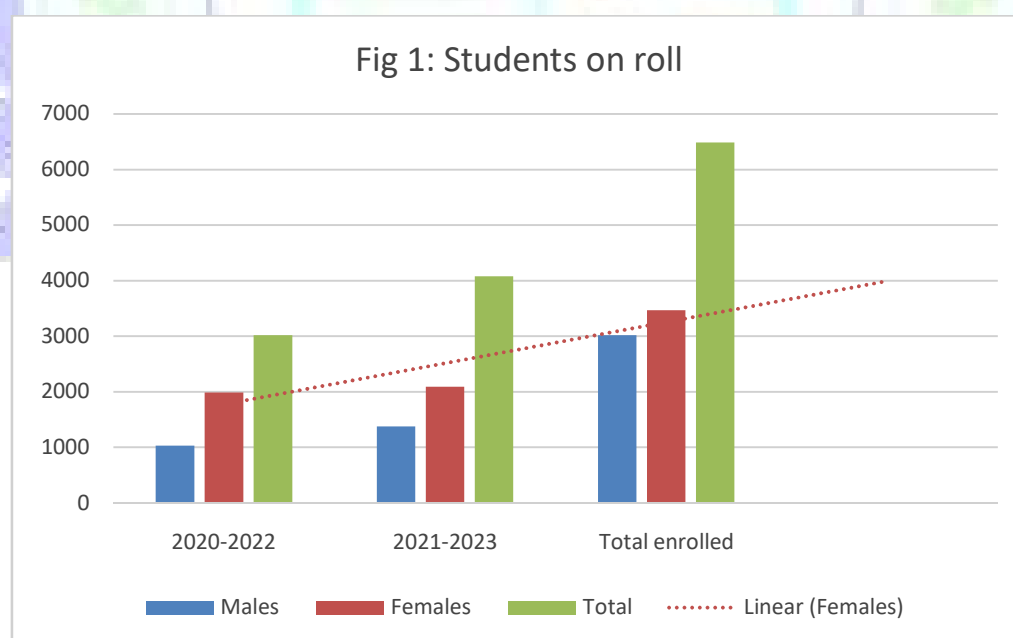
## CHAPTER 2

### GENDER-WISE STUDENT COMPOSITION

Ranchi University has a special focus in promoting women's/girls' education. Keeping this objective in mind every year the university has prioritised admission of female students. This is evidenced in the current composition of students enrolled at the university. Among the total of 6485 students currently enrolled at the university, 63 percent of are female students while the rest i.e., 37 percent are male students (See Table 1.2).

Table 1.1: Students on roll:

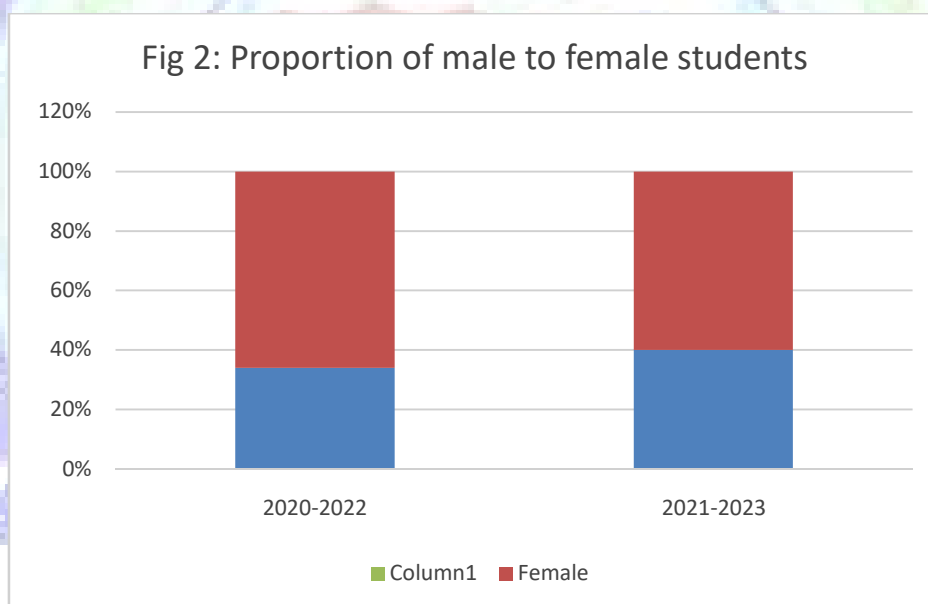
Batch	2020-2022	2021-2023	Total
Male	1029	1377	2406
Female	1989	2090	4079
Total	3018	3467	6485



As is evidenced from figure 1, the total number of female enrolments has seen an upward trend in the last two years. The upward trend is also visible for male students leading to an overall increase in the number of student enrolments.

Table 1.2: Percentage of Male and Female students currently enrolled

Session	Male	Female
2020-2022	34%	66%
2021-2023	40%	60%
Total	37%	63%



A further session-wise breakdown also indicates the greater number of female students as compared to male students. In the 2020-2022 session the percentage of male and female students are 34 percent and 66 percent respectively. While in the 2021-2023 session the percentage of male students is 40 and that of female students is 60. In both the sessions the percentage of female students lies equal to or greater than 60 (See table 1.2).

## CHAPTER 3

### GENDER-WISE FACULTY COMPOSITION

The number of women within the teaching Faculty is steadily increasing at the University. At present, there are a total of 66 female teachers as compared to a total of 78 male teachers (see table 2.1).

In terms of percentage, the female teachers comprise 44 percent, 49 percent and 33 percent of the Assistant Professors, Associate Professors and Professors, respectively, currently teaching at Ranchi University (see Table 2.2).

Table 2.1: Faculty Composition:

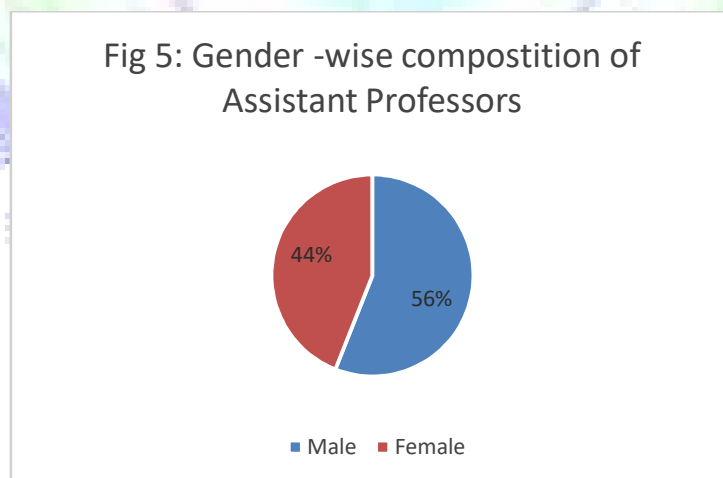
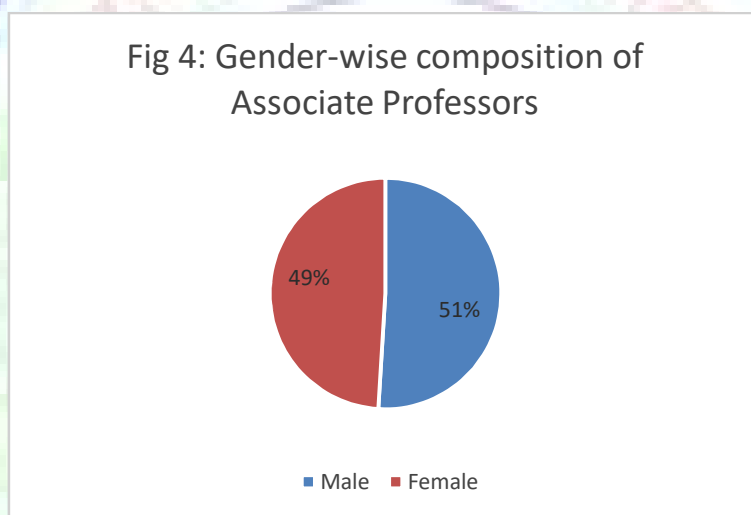
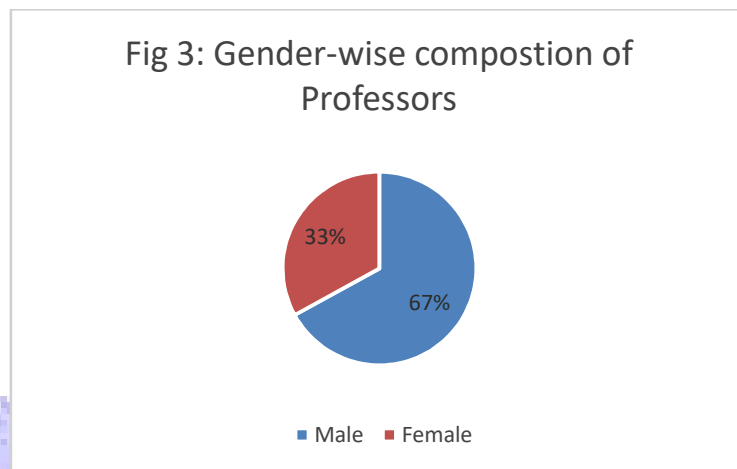
	<b>Males</b>	<b>Females</b>	<b>Total</b>
<b>Professors</b>	04	02	06
<b>Associate Professors</b>	31	30	61
<b>Assistant Professors</b>	43	34	77
<b>Total</b>	78	66	144

Table 2.2: Designation-wise gender composition of Faculty Members

<b>Designation</b>	<b>Males</b>	<b>Females</b>
Professor	67%	33%
Associate Professor	51%	49%
Assistant Professor	56%	44%
Total	54%	46%



Figures 3, 4, and 5 pictorially represent the percentage of female and male Faculty Members at the level of Professors, Associate Professors and Assistant Professors respectively.



The goal in the coming days is to ensure a greater percentage of female Faculty across Departments in the University.

## CHAPTER 4

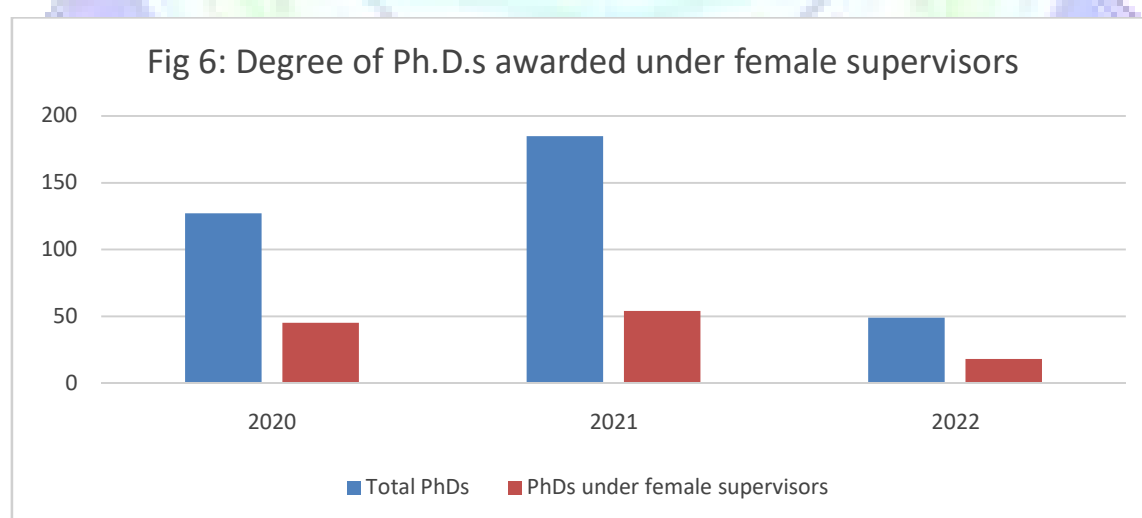
### Ph.D. SUPERVISIONS BY FEMALE FACULTY

A significant number of Degree of Ph.D.s awarded in the recent years across various Departments of Ranchi University have been supervised by female supervisors. In the year 2020 out of a total of 127 Ph.D.s 45 were supervised by female supervisors. In the following year, 2021, 54 Ph.D.s out of a total of 185 were awarded under the supervision of female supervisors. Up till now, in 2022 out of a total of 49 Degree of Ph.D.s awarded, 18 have been under the supervision of female guides.

Table 3: Number of Ph.D.s under female supervisors

Year	Total No. Of Ph.D.s	Ph.D.s under female supervisors
2020	127	45
2021	185	54
2022	49	18

The following figure graphically showcases the number of Degree of Ph.D.s submitted under the female supervisors in the University. Between the years 2020 and 2021 there has been an increase in the number of Degree of Ph.D.s awarded under female supervisors at the aggregate level.



Furthermore, the several topics of Ph.D. research have focused on women. Ranging from themes on health and nutrition, to employment and historical study of women's role and status in society, the topics cover a vast array of themes on women in Indian society.

## CHAPTER 5

### ADMINISTRATIVE POSITIONS

Our University is blessed to have responsible feminine leaders to guide and sail through time. We are honoured to have Prof. (Dr.) Kamini Kumar as the first female Vice Chancellor of the University. Women are also rendering their services as the members of some of the important administrative, reach-out, cultural and other co-curricular committees.

Some of the important administrative positions in the University chaired by women are as follows:

- Prof. (Dr.) Kunul Kandir, Dean, Faculty of Science
- Prof (Dr.) Archana Dubey, Head of Department, Sanskrit
- Dr. Kahkasha Parween, Head of Department, Urdu
- Dr. Usha Kiran, Head of Department, Philosophy
- Dr. Nivedita Sen, Head of Department, Bengali
- Dr. Mitali Roy, Head of Department, Political Science
- Dr. Sneha Lata, Head of Department, Zoology
- Dr. Kunul Kandir, Head of Department, Botany
- Dr. Shipra Kumari, Head of Department, Home Science
- Dr. Sudha Singh, Department of Physics
- Dr. Madhumita Das, Head of Department, Economics

## CHAPTER 6

### 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 University has an internal committee in place to deal with issues of sexual harassment and provide a safe and healthy working environment for all female members of Ranchi University. The committee comprises of seven members and the members hold a term of three years. The members belong the teaching staff, non-teaching staff and there is also an external member.

The following are the members of the committee:

1. Prof. (Dr.) Kunul Kandir, Presiding Officer  
Univ. Dept. of Botany,  
Ranchi University, Ranchi
2. Prof. Meena Sahay External Member  
Member, Inner Wheel Club of Ranchi South
3. Dr. Anita Mehta Member  
Associate Professor, Univ. Dept. of Botany,  
Ranchi University, Ranchi
4. Dr. Smriti Singh, Member  
Assistant Professor, Univ. Dept. of Chemistry,  
Ranchi University, Ranchi
5. Dr. Sumit Kumar Dey, Member  
Assistant Professor, Univ. Dept. of English,  
Ranchi University, Ranchi
6. Sri. U.P. Sinha Member (Non-teaching)  
S.O. Ranchi University, Ranch
7. Ms. Anita Kujur, Member (Non-teaching)  
Non-teaching staff, C.C.D.C. Office, Ranchi University, Ranchi

The students and employees of the university can contact the WRC or file complaints using the email address [wrcell@ranchiuniversity.ac.in](mailto:wrcell@ranchiuniversity.ac.in) .

In addition to this, the University has also released a *helpline number*(18003457064) for women on the occasion of International Women’s Day. The number was launched by the Hon’ble Vice Chancellor of Ranchi University, Prof. Kamini Kumar and the Hon’ble Mayor of Ranchi, Dr. Asha Lakra.

Focussing on women’s safety on campus and also ensuring the equal role of men and women in the process, this University has employed *both male and female guards/constables*, deputed at Different departments and offices within the university premises.



Rally organised by Internal Committee on occasion of Women's Day



Hon'ble Vice Chancellor Prof. Kamini Kumar and Hon'ble Mayor of Ranchi Dr. Asha Lakra Participating in the rally

## CHAPTER 7

### ACADEMIC AND CO-CURRICULAR ENGAGEMENTS FOCUSED ON GENDER

1. Department of History, Ranchi University in collaboration with the Indian Council of Historical Research and Itihas Sankalan Samiti, Jharkhand brought out a special issue titled '*Swatantra Sangrammein Jharkhand ki Naikaiyen*' on commemorating 75 years of Independence of India.



2. Young women historians from the Department of Sociology also participated in the National Women Historians Seminar held at Gangtok, Sikkim. There were eight participants from the University.
3. The Women's Day celebration at the University was an elaborate focussing on key themes of gender. The theme for the year was 'Gender Equality Today for a Sustainable Tomorrow' keeping in view the United Nations' Sustainable Development Goals. The event was consisted of lectures, speeches on the theme by Faculty Members and cultural performances by students.
4. The Department of Yoga, Ranchi University organised a special Yoga Camp and Women's Mega Convention at Khelgaon's Indoor Stadium in Ranchi, Jharkhand on April 20, 2022.





*Yoga Camp and Women's Mega Convention*



*Cultural performance on the theme of Nari Shakti*

## CHAPTER 8

### WOMEN STUDIES CENTRE AT RANCHI UNIVERSITY

The Women's Studies Centre is a special centre under the Department of Economics, of Ranchi University which is aimed at a focussed study and research on women in society. Women's Studies Centre provides common platform for orientation and support to students, research scholars and teachers from different Universities of Ranchi district and Jharkhand state to engage with women's studies as an interdisciplinary field of knowledge and to assist the students with documents, reading materials, research articles in order to enhance their understanding and capabilities in field of research on women related issues. It also organises and facilitates State Level consultations on various women specific topics in the context of Jharkhand.

The Centre has signed a Memorandum with the Indian Association for Women's Studies (IAWS). The IAWS aims to further women's studies perspectives in different disciplines and contribute to strengthening the movement for women's equality through networking, conferences, and collaboration with institutions/agencies working for similar objectives. IAWS provides a forum for interaction among individuals and institutions engaged in teaching, research or action. Members include academics, researchers, social workers, media persons and others, women and men. Hon'ble Vice Chancellor of Ranchi University, Prof. Kamini Kumar is a Life Member of the Indian Association for Women's Studies.

Details of the Memorandum:- the IAWS and University Department of Economics, Ranchi University has agreed to jointly, initiate a Jharkhand Women's Studies Project for providing orientation and support for students, teachers and concerned citizens in the state of Jharkhand to engage with women's studies as an inter-disciplinary field of knowledge. The Jharkhand Women's Studies project was aimed to encourage and enable interdisciplinary research related to women and gender relations with a focus on the state of Jharkhand.

As part of the Memorandum, there is an office space for the project. There was a project committee which was responsible for planning and executing various activities such as organising workshops, seminars, lectures etc. Members of the committee included Dr. Ramesh Sharan, Dr. Ranjana Srivastave, Dr.Madhumita Dasgupta of the Department of Economics, Ranchi University and Ritu Dewan, Indrani Mazumdar and Indu Agnihotri of IAWS.

The WSC has organised different academic events including seminars and conferences in the recent past. Some of them include the following:

State-level Dissemination Programme, July 19-20, 2021. The event was marked by presentations of several papers on crucial themes. The following were the presenters and their papers:

- a) “Gendering the Study of Santhals: An Enquiry into the Portrayal, Construction and Agency of Santhal Women” by Amita Kumari, Asst. Prof., Dept. of History, SKM University, Dumka, Jharkhand
- b) “Gender Gap Profile of Jharkhand: Situation Analysis of Men and Women” by Dr. Neha Prasad, Independent Researcher, Ranchi, Jharkhand
- c) “A Study of Socio-Economic Status of Women Labourers in Hazaribagh District of Jharkhand” by Rajni Kiran, Darpan, Hazaribagh, Jharkhand
- d) “Land, Livelihood, Forest, Customary Laws and Social Movement related with Identity and Fundamental of Tribal Economy and Status of Women in Jharkhand State” by Vasavi Kiro, Social Activist, Ranchi, Jharkhand
- e) “Mapping Changes in Adivasi Women’s Access to and Control over Land” by Ajitha George, Bindari Institute of Research, Study and Action, Chaibasa, Jharkhand
- f) “A Girl in the City: Higher Education Related in-migration of Young Women in Ranchi City” by Tanushree Kundu, Institute of Human Development, Eastern Regional Centre, Ranchi
- g) “Food for the Footloose: How Participants in the Dal-Bhat Yojna affects the lives of Women and the Footloose” by Preeti Singh, Independent Researcher, Jharkhand
- h) “A Study of Awareness and Attitude towards Human Trafficking among School Students of Jharkhand” by Prof. (Retd.) Meera Jaiswal, Dept. of Sociology, Ranchi University, Ranchi

The Women’s Studies Centre, Department of Economics had organised an Essay Writing Competition for the students on the occasion of International Women’s Day, 2022. The theme of the essay writing was ‘Gender Equality Today for a Sustainable Tomorrow’, which was also the theme of the United Nations’ International Women’s Day. The Women’s Studies Centre also organised a Poster Making Competition on the theme ‘My idea of Gender Equality’ on the occasion of International Women’s Day, 2022. The purpose of the competition was to encourage creative expressions of students and also to gauge their knowledge or awareness on the idea of Gender Equality and the ultimate goal of the competition was to foster gender justice in society.

## CHAPTER 9

### SPORTS AND OTHER EXTRA-CURRICULAR ACTIVITIES

Throughout the years, Ranchi University has witnessed a robust team of female sports persons and athletes, many of whom also garnered recognition at the national and international levels. Some of the girl students have represented India at different international athletic and sports events.



*Nikki Pradhan*

Nikki Pradhan, one of the students of Ranchi University, is the Member of the Indian Women's Hockey team. She has represented India in the Rio Olympics (2016) and has won medals for the country at the Asian Games at Jakarta in 2018 (Silver Medal) and the Asia Cup in 2017 and 2022 winning the Gold and Bronze Medals respectively.



*Salima Tete*

Salima Tete, student of the Department of Political Science, S.S Memorial College, Ranchi University, has won several accolades of the country in the field of Hockey as well. She captained the Indian Women's Hockey team at the Youth Olympic Games in 2018 towards winning the Silver Medal. She was also part of the Indian Women's Hockey Team which participated in the Tokyo Olympics of 2021.

The University 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 the national and international levels.



## CHAPTER 10

### INFRASTRUCTURAL FACILITIES

Besides providing equal access to male and female students to all spaces in the university such as in the classrooms, libraries, laboratories etc. this University has taken special care to make the campus safe and women-friendly. All Departments at the University provide separate toilets/washrooms for female students. The female washrooms also have sanitary vending machines installed in them.



Female Students and Teachers working with special laboratory facilities



Central Library, Ranchi University with Female Students

## CONCLUSION

Ranchi University's goal and commitment towards sustainable gender development can be witnessed through the different initiatives undertaken in the academics and co-curricular activities. This University aspires to achieve this goal through sustained efforts in the days to come.

The Gender Audit is a method for gender mainstreaming, Gender Audits help institutions to identify and understand gender patterns within their composition, structures, processes, work and organisational culture and management, and in the design and delivery of policies and services.

The main objectives of such Gender Audit in a University are as follows:

- a) To find out the areas where gender imbalance exists and the factors behind it
- b) To establish good gender balance in decision-making processes in all areas of the university activities.
- c) To suggest measures for bridging the gender gap.
- d) To foster gender equality in all aspects of the University community.

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. The Gender Audit was conducted to achieve these goals and objectives and to identify ways to make the University campus safe for women.

The analysis shows that the goals of gender equity are included in all the policies, programmes of this University with significant representation of women/girls. The Gender Audit Team analysed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.

***Moving towards achieving Gender Equality and Empowering all women and girls.....***

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