

JAMSHEDPUR

(A Unit of Sitwanto Devi Mahila Kalyan Sanathan)

Estd. Under Jharkhand State Private University Act, 2018

Approved by UGC under Section 2(f), AICTE, PCI, BCI, NCTE, INC & JNRC

Ref. No. 1

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years

Introduction

Netaji Subhas University is a Co-educational university that ensures equal opportunity in learning and working for all. The following facilities are available.

Safety and security:

The University has a separate hostel facility and separate women wardens and caretakers. The University is well equipped with the proper security personal along with lady guard and CCTV cameras are installed in the university premises and hostels.

The University organizes various programs such as seminars to keep the girls updated about their rights and security. They are encouraged to approach the women empowerment and women grievance cell for any of their inconveniences. The University has an Internal Complain Committee (ICC) for handling the cases of sexual harassment.

The self-defense course is organized by the Students Council for girl's students Women Empowerment and welfare committee is very active in the campus and ensures healthy environment is maintained in the campus

A lady Medical doctor has been appointed at the medical centre.

It's been ensured that that every class has two representatives one girl and

understand their difficulties.

Netaji Subhas University Jamshedpur, Jharkhand

The University follows mentor-mentee system to counsel the students, each mentor is assigned with 10-15 students. It is being preferred that female faculties are assigned to female students.

Students are given equal opportunities to participate in various activities such as cultural

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programs, and seminars to treat the opposite gender equally and respectfully. International women's day is celebrated by all to ensure and

celebrate the gender equality and value women.

In NCC, NSS and Student council, equal opportunities are given to male and female candidates. The University also proposed plan to establish a NCC wing having more than 200 students enrolled and won several awards led by the woman instructor.

University has dedicated Psychological Counseling centre headed by Dr Kishore Oza who organizes various programs and also available round the clock for students' difficulties. From admission onwards the new students are to have their weekly sessions with the psychological counselor to positively influence them for their learning and emotional well-being. The weekly sessions should include advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the university.

The Dean Students welfare's office ensures that every request/ complaint is attended at no time.

The weekly sessions should include advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the university.

The University also organizes ethics programme for mental and psychological activities with the help of Respective center likely Sri Sri Ravishanker Society and Others along with body checkup and awareness programme on sanitation and gender related awareness.

Common room

The university has a separate common room for girl students. Women staff and foculty are provided separate cabins. Each floor of each block has separate toilet for temple medities requipped with Sanitary disposal machines and Vending machines equipped that

Netaji Subhas University Jamshedoner Facilities:

University has given equal opportunities to women candidates in the University Governance. The decision makers and administrators in the university are women at many

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places. All Stakeholder of the university is responsibilities are being handled by women. University has a separate women empowerment cell which organizes various women empowerment programs. University HR policy includes maternity

leave and child care leave to the women faculty and staff members. Every year, Chancellor's trophy (which is the highest honor) given to one of the outgoing deserving girl students. It's being ensured that every committee of students/ teachers have women representation.

Women faculties and staff members are given equal participations in different activities performed throughout the year. All the committees formed include women faculties and staffs in appropriate numbers. Awareness programme for safety and security on regular basis are conducted. Girl students have been encouraged to undertake their physical fitness by joining (separate for girls and boys) gymnasium facility provided by the institute and regular yoga classes conducted by expert trainer, arranged by the institute. Besides these, there are a plenty of opportunity to explore other different forms of sports at University level followed by Sports Committee. The University conducts regular meetings of the committee of the Grievance redressal for Sexual Harassment of Women at Workplace to look after the fact that

safety and security in all such aspects are maintained. Different activities and topics related to gender sensitization have been conducted by Women empowerment Cell, Raising awareness and aspirations by conducting events and programmes on gender equity, social media and cyber security and also conducted activities to make students to realize their full potential.

Registrar

Netaji Subhas University Jamshedpur, Jharkhand VICE CHANCELLOR'
NETAJI SUBHAS UNIVERSITY
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Ref. No. 7	Oate:
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EXPLORING INSTITUTIONAL DATA: For Teachers

School of Education (B.Ed. & M.A. in Education)

Year	Female Faculty%	Male Faculty%
2022-23	25	75
2021-22	18.75	81.25
2020-21	18.75	81.25
2019-20	25	75
2018-19	62.5	37.5

School of Commerce & Management

a. Department of Commerce (B.Com, M.Com)

Year	Female Faculty%	Male Faculty%
2022-23	30.77	69.23
2021-22	33.33	66.67
2020-21	100	0
2019-20	100	0
2018-19		-

b. Department of Management (BBA & MBA)

	Year	Female Faculty%	Male Faculty%
1 1/2	2022-23	81.25	18.75
100	2021-22	70.59	29.41
CH	2020-Chiversity	81.81	18.18
Netaji Su	2010 20 Johand	15	25
Jamshed	2018-19	25	75

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School of IT (BCA & MCA)

Year	Female Faculty%	Male Faculty%
2022-23	41.67	58.33
2021-22	0	100
2020-21	0	100
2019-20	0	100
2018-19	0	100

School of Hotel Management (BHM)

Year	Female Faculty%	Male Faculty%
2022-23	33.33	66.67
2021-22	33.33	66.67
2020-21	0	100
2019-20	33,33	66.67
2018-19	33.33	66.67

School of Pharmacy (D. Pharma & B. Pharma)

Year	Female Faculty%	Male Faculty%
2022-23	44	56
2021-22	60	40
2020-21	42.85	52,14
2019-20	75	25
2018-19	44	

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School of Nursing (ANM, GNM & B.Sc. Nursing)

Year	Female Faculty%	Male Faculty%
2022-23	46.43	53.57
2021-22	44,44	55.56
2020-21	**	
2019-20	**	
2018-19	1441	

School of Arts & Humanities

(B.A. & M.A. - English, Economics, Hindi, History, Geography, Political Science)

Year	Female Faculty%	Male Faculty%
2022-23	71.43	28.57
2021-22	63.63	36.36
2020-21	62.5	37.5
2019-20	100	0
2018-19	100	0

School of Science & Mathematics

(B.Sc. & M.Sc. - Physics, Chemistry, Zoology, Botany, Bio-technology, Agriculture & Mathematics)

Year	Female Faculty%	Male Faculty%
2022-23	61,54	38.46
2021-22	58.33	41.67
2020-21	57.14	42.86
2019-20	0	100
2018-19		100

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School of Journalism & Mass Communication (BJMC & MJMC)

Year	Female Faculty%	Male Faculty%
2022-23	16.67	83.33
2021-22	20	80
2020-21	33.33	66,67
2019-20	50	50
2018-19	:	

School of Diploma in Engineering (Electronics, Electrical, Computer, Mechanical, Civil)

Year	Female Faculty%	Male Faculty%
2022-23	10.71	89.29
2021-22	14.29	85.71
2020-21	20	80
2019-20	0	100
2018-19	**	

School of Law (LLB, BBA-LLB & LLM)

Year	Female Faculty%	Male Faculty%
2022-23	44.44	55.56
2021-22	28.57	71.43
2020-21	28.57	71.43
2019-20	66.67	33,33
2018-19	**	

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	State Committee of the

School of Research & Development

Year	Female Faculty%	Male Faculty%
2022-23	35.29	64.71
2021-22	33.33	66,67
2020-21		
2019-20		
2018-19		

EXPLORING INSTITUTIONAL DATA:

For Students

The following table lists the percentage of male and female students in the last year in general:

Department wise Data in particular

D. Pharma

Year	Female Students%	Male Students%
2022-23	33.33	66.67
2021-22	18.64	81.36
2020-21	25.86	74.14
2019-20	11.48	88.52
2018-19	0	0

Diploma (Engineering)

Year	Female Students%	Male Students%
2022-23	8.57	91.43
2021-22	7.32	92.68
2020-21	-	++
2019-20		++
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GNM

Year	Female Students%	Male Students%
2022-23		
2021-22	74.19	25.81
2020-21	-	++
2019-20	**	-
2018-19		

ANM

Year	Female Students%	Male Students%
2022-23		
2021-22		-
2020-21		
2019-20		
2018-19	-	

B.A. (English)

Year	Female Students%	Male Students%
2022-23	-	
2021-22	84.21	15.79
2020-21	86.67	13.33
2019-20	100	0
2018-19	-	-

Netaji Subhas Officersity

Jamshedpuyedharkhand Female Students% Male Students% - - - 50

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2020-21	100	0	
2019-20	0	100	
2018-19		+-	

B.A. (Pol. Sc.)

Year	Female Students%	Male Students%
2022-23		
2021-22	25	75
2020-21	33.33	66.67
2019-20	50	50
2018-19	-	

B.A. (Geography)

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Rel No. :	Date:

B.Com

Year	Female Students%	Male Students%
2022-23	48.51	51.49
2021-22	44.44	55.56
2020-21	44.44	55.56
2019-20	57.89	42,11
2018-19		

B.Sc. (Physics)

Female Students%	Male Students%
50	50
100	0
0	100
0	100
	7
	50 100 0 0

B.Sc. (Chemistry)

Year	Female Students%	Male Students%
2022-23		**
2021-22		+
2020-21		
2049-20		
2018-19		an .

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Ref. No. :	
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B.Sc. (Zoology)

Year	Female Students%	Male Students%
2022-23	66.67	33.33
2021-22	50	50
2020-21	100	0
2019-20	0	100
2018-19	100	0

B.Sc. (Botany)

Female Students%	Male Students%
-	ire.
100	0
	4
	100

B.Sc. (Micro-biology)

Year	Female Students%	Male Students%
2022-23	0	0
2021-22	0	0
2020-21	0	0
2019-20	0	0
2018-19	0	0

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Ref. No. :	Date:
	Date .

B.Sc. (Mathematics)

Year	Female Students%	Male Students%
2022-23	0	100
2021-22	87.5	12.5
2020-21	50	50
2019-20		
2018-19		

BJMC

Year	Female Students%	Male Students%
2022-23	60	40
2021-22	35.71	64.29
2020-21	63.64	36.36
2019-20	40	60
2018-19		

BBA

Year	Female Students%	Male Students%
2022-23	33.57	66.43
2021-22	41.63	58.37
2020-21	45.26	54.74
2019-20	33.87	66.13
2018-19	44.26	55.74

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LLB

Year	Female Students%	Male Students%
2022-23	47.37	52.63
2021-22	50	50
52020-21	31,25	68.75
2019-20	12.5	87.5
2018-19		

BBA-LLB

Year	Female Students%	Male Students%
2022-23	34.38	65.62
2021-22	63.16	36.84
2020-21	70	30
2019-20	20	80
2018-19		

B. PHARMA

Year	Female Students%	Male Students%
2022-23	22.92	77.08
2021-22	28.57	71,43
2020-21	40.35	59.65
2019-20	20	80
2018-19		

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B.Sc. (Nursing)

Year	Female Students%	Male Students%
2022-23	43.48	56.52
2021-22	53.85	46.15
2020-21		
2019-20	-	tra .
2018-19		

B.Sc. (Bio-tech)

Year	Female Students%	Male Students%
2022-23	41.67	58.33
2021-22		
2020-21		
2019-20		-
2018-19		

B.Sc. (Agriculture)

Year	Female Students%	Male Students%
2022-23	64.29	35.71
2021-22	9.09	90.91
2020-21		**
2019-20		
2018-19		

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B.Ed.

Year	Female Students%	Male Students%
2022-23	89.47	10.53
2021-22	69.70	30.30
2020-21	86	14
2019-20	76	24
2018-19	87.5	12.5

BCA

Year	Female Students%	Male Students%
2022-23	25.34	74.66
2021-22	27.84	72.16
2020-21	22.22	77.78
2019-20	20	80
2018-19	13.33	86.67

BHM

Year	Female Students%	Male Students%
2022-23	26.09	73.91
2021-22	32,43	67.57
2020-21	45.83	54.17
2019-20	40	60
2018-19	26.92	73.08

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Bachelor in Fashion Design

Year	Female Students%	Male Students%
2022-23	0	0
2021-22	0	0
2020-21	0	0
2019-20	0	0
2018-19	0	0

Bachelor in Interior Design

Year	Female Students%	Male Students%
2022-23	0	0
2021-22	0	0
2020-21	0	0
2019-20	0	0:
2018-19	0	0

M.A. (English)

Year	Female Students%	Male Students%
2022-23	66.67	33.33
2021-22	50	50
2020-21		-
2019-20	-	
2018-19	an .	mp.

M.A. (Economics)

Year	Female Students%	Male Students%
2022-23	**	
2021-22		H+ .
2020-21		
R (2019-201		
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Ref. No. :	Date:

M.A. (Pol. Sc.)

Year	Female Students%	Male Students%
2022-23	4-0	-
2021-22	-	12
2020-21	-	
2019-20	**	-
2018-19		and the second

M.A. (Geography)

Year	Female Students%	Male Students%
2022-23	0	100
2021-22	-	**
2020-21		**
2019-20	144	4.0
2018-19		-

M.A. (History)

Year	Female Students%	Male Students%
2022-23		-
2021-22	-	
2020-21		-
2019-20	120	
2018-19		

M.A. (Hindi)

Year	Female Students%	Male Students%
2023-23 r	-	
	iversity.	
Vetaji Sulmias Avi	arkhand.	
Jamshed myey 3 ht		
2018-19	÷ .	44

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Ref. No.:	Date :
ACT. (TO:	

M.A. (Education)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22		
2020-21		45
2019-20	100	0
2018-19	-	p=0

M.Com

Year	Female Students%	Male Students%
2022-23		**
2021-22		
2020-21	66.67	33.33
2019-20	e-e-	
2018-19	-	

MBA

Year	Female Students%	Male Students%
2022-23	59.14	40.86
2021-22	39.81	60.19
2020-21	41.86	58.14
2019-20	46.67	53.33
2018-19	49.12	50.88

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MCA

Year	Female Students%	Male Students%
2022-23	33.93	66.07
2021-22	44.44	55.56
2020-21	37.5	62.5
2019-20		
2018-19	420	and .

MJMC

Year	Female Students%	Male Students%
2022-23	100	0
2021-22		**
2020-21		ww.
2019-20		
2018-19		-

LLM

Year	Female Students%	Male Students%
2022-23	25	75
2021-22		-
2020-21		
2019-20		
2018-19		++

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M.Sc. (Physics)

Year	Female Students%	Male Students%
2022-23	0	100
2021-22	100	0
2020-21		
2019-20	44	+-
2018-19	pa.	-

M.Sc. (Chemistry)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22	100	0
2020-21	100	0
2019-20	100	0
2018-19		

M.Sc. (Zoology)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22	100	0
2020-21	100	0
2019-20	100	0
2018-19		

M.Sc. (Botany)

Year	Female Students%	Male Students%
2022-23	-	***
2012 E22ar		-
2020-21t Iniv	ersi(50)	50
taji Suma 2019-20 hark	hand	
amshed 2018-19		20

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M.Sc. (Micro-biology)

Year	Female Students%	Male Students%
2022-23	0	0
2021-22	0	0
2020-21	0	0
2019-20	0	0
2018-19	0	0

M.Sc. (Mathematics)

Year	Female Students%	Male Students%
2022-23		
2021-22	100	0
2020-21	0	100
2019-20	-	
2018-19	100	0

PhD (Commerce & Management)

Year	Female Students%	Male Students%
2022-23	42.86	57.14
2021-22	50	50
2020-21	100	0
2019\20		
2018-19		
A.T. Supple	The second secon	

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Ref. No. :

PhD (Hindi)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22	100	0
2020-21		+
2019-20		
2018-19	-	+

PhD (English)

Female Students%	Male Students%
66.67	33.33
33.33	66.67
40	60
	2
-	
	66.67 33.33 40

PhD (Physics)

Year	Female Students%	Male Students%
2022-23	0	0
2021-22	66.67	33.33
2020-21	100	0
2019-20	**	-
2018-19		**
LASTER		

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PhD (Zoology)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22	100	0
2020-21	100	0
2019-20	-	-
2018-19		

PhD (Botany)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22	100	0
2020-21		
2019-20		-
2018-19		

PhD (Micro-biology)

	Year	Female Students%	Male Students%
	2022-23	100	0
	2021-22		
- N	2020-21		+
100	2019-20		-
Netail	制制	T	-
Jamshedi	bhas Universion, Jharkha	sity and	

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Oute:

PhD (Pol. Sc.)

Year	Female Students%	Male Students%
2022-23	100	0
2021-22	0	0
2020-21	0	100
2019-20		-
2018-19		

PhD (History)

Year	Female Students%	Male Students%
2022-23	66.67	33.33
2021-22	100	0
2020-21	0	100
2019-20		in.
2018-19		

PhD (Education)

Year	Female Students%	Male Students%
2022-23	88.89	11.11
2021-22	88.89	11.11
2020-21	84.62	15.38
2019-20	-	++
2018-19		

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Sept.	1440	

Date:

PhD (IT)

Year	Female Students%	Male Students%
2022-23	0	100
2021-22	100	0
2020-21		
2019-20	-	-
2018-19		

PhD (Mathematics)

Year	Female Students%	Male Students%
2022-23	0	0
2021-22	0	0
2020-21	50	50
2019-20		44
2018-19	4.	

PhD (Law)

Female Students%	Male Students%
40	60
-	-
-	
-	
	-
	40

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Challenges

Most of the courses offered which are traditionally considered male-preferred courses. Although, this trend is changing with more and more numbers of female students choosing such streams, there is still need for encouraging female students to opt for such career choices. The people involved and influencing the career options of students play a vital role in affecting the number of female students opting for non-traditional courses. Such influencers also require adequate information and motivation in order to drive the female students towards no stereotypical career paths.

Action Plan

The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at Netaji Subhas University. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that Netaji Subhas University must take to improve the engagement, retention and advancement of female staff and students. Netaji Subhas University commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Sensitization initiative followed as per guideline of Government and Joint collaboration of Non-Government Organization. Our University demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take Institution-wide transformative actions to ephance inclusion for all.

Netaji Subhas University is ensuring equal concern for girls and boys in the Maching University Is ensuring equal concern for girls and boys in the Maching University Is ensuring equal concern for girls and boys in the Maching University Is an interpretation of the Change of the Maching Party Is and Student programs, will look into the following:

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Date:

SL No	Action	Responsibility /Action By	Time Line
I	Provide staff advisor, counsellor for students or faculty members,	Staff Advisors/ HoDs/Principal	Continuous process
2	Have regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	IQAC Coordinator and conveners of the committee	Minimum Two Meeting per Semester
3	Encourage the opening of kindergartens and institutions for children with adequate quality control services. Expansion of the existing capacities of institutions for the care of children	Management	December 2022
4	Encourage women students and faculty members to start their start ups and thus promote women's entrepreneurship.	Placement coordinator	2 nd Feb 2023
5	Organize seminars and workshops for students on gender quality analyze the program in terms of representation of gender-sensitive language and introducing a standard of gender- sensitive language in curricula	grievances Redressal cell	4 th Feb 2023
6	Organize training about gender equality, preventing all forms of violence (against children, women, domestic violence, prest, and so on) for the stakeholders in the institutioniver sity	Coordinator Woman Grievances Redressal cell	VICE CHANCELLOR NETAJI SUBHAS UNLARSITA JAMSHEDPUR, JHARKHAND
ams	Continue and en course plans, and other	Principal/HoDs/Dean	beginning of every Semester

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	documents.		
8	The development and implementation of all institutional policies (programs and strategies) include a segment of gender equality.		December 2022
9	Celebrate the International Women's Day – the 8th of March	Principal/ HoDs/Dean	March 2023
10	Organize a public awareness campaign through NSS units of RIET about anti- discrimination statute and mechanisms of protection against gender-based discrimination	NSS Programme Officers	December 2022
11	Increased knowledge about the human rights of women and gender equality.	Principal/ HoDs/Dean	December 2022
12	Provide cultural/sports competitions on gender basis during annual sports meet/Arts fest	Principal/ HoDs/Dean	May 2023
13	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Management	Time not fixed
14	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	E-Kalyan coordinator	1 mn -
Neta) James	Increased information and awareness of the fort, inembers about the occurrence and some interpretative of the sender-based the content of the	Principal/ HoDs/Dean	VICE CHANCELLOR NETAJI SUBHAS UNIVERSITY JAMSHEDPUR, JHARKHAND

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Specific facilities provided for women in terms of a. Safety and security b. Counselling c. Common Rooms d. Day care centre for young children

Women Sensitization at Netaji Subhas University

Netaji Subhas University possesses a privileged right to give quality education at rural area of the Jharkhand and to ensure women empowerment through gender equality. To promote women education, the university makes consistent efforts.

Specific Facilities for Women provided for gender equity in terms of the following:

- 1. Safety and Security
- 2. Counselling
- 3. Common Room
- 4. Day Care Centre for Young Children

Security and Safety:

The Institute has taken several measures to enhance safety & security on campuses by constituting Internal Complaints Committee (ICC), Women Grievance Cell, installing CCTV cameras & by providing 24 hours *7 days security. The security guards at the gate, stationed two at a time, check the Identity Cards of everyone entering the campus. The barbed wired high walls of the campus also prevent the trespassers from entering the institute's premises. Strict implementation of Anti-Ragging, Anti-Smoking and Mobile Free Campus. Separate hostels for men and women with dedicated wardens.

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Gender Equity:

- The Institute has also ensured gender equality in representation of women in higher positions.
 Various departments are headed by women in the university.
- The university organizes several training programs, seminars, workshops etc. on gender equality and sensitization.
- Women's Day and Gender Bias related activities is also celebrated every year.

Self-Defence Workshop through Kung-Fu Art:

A 3 days training programme 'Gender Equity Safety and Security of Women' on women empowerment through self-defence in association with Tata Steel Sport department was organized by the university from 1st – 3rd March 2023. The training was conducted to boost the self-confidence of the girls and to make them able to act in unfavourable situations. The girls were taught simple ways of self-defence and they were also trained for tackling situations in which they found themselves under any kind of harassment.

The University also organizes various programs in association with NSS for the upliftment and empowerment of women.

As part of NSS activities, free educational camps, legal aid camp, Nukkad Natak etc. are organized fortnightly in neighbouring villages, which help transform rural women in building awareness about health, hygiene, their constitution rights, importance of child education and provide a launching pad to induct them into vocational skilling.

Events on health and hygiene programme for female students and faculties were organized by department of Nursing. Others departments also organizes various program for women equity and spirely in the society, ar

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Other Initiatives

Additional initiatives ensure active participation of students in co-curricular activities including intra-faculty, inter- faculty and inter-university levels.

a) Safety



Netaji Subhas University Jamshedpur, Jharkhand

Self-Defence Skill

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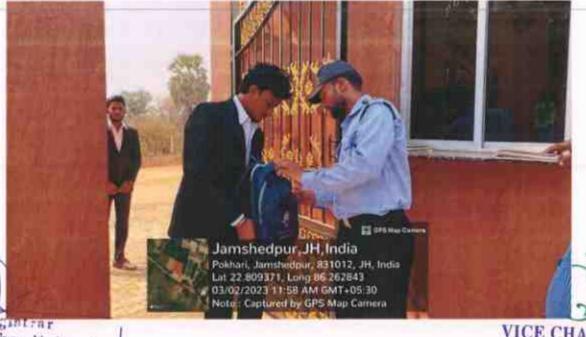
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b) Security



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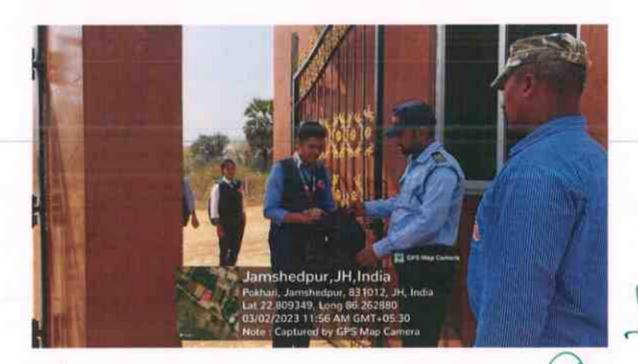
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Security at Main Gate



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Oate:

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Security Personnel

Registrar Netaji Subhas University

Jamshedpur, Jharkhand

VICE CHANCELLOR
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c) Counselling room



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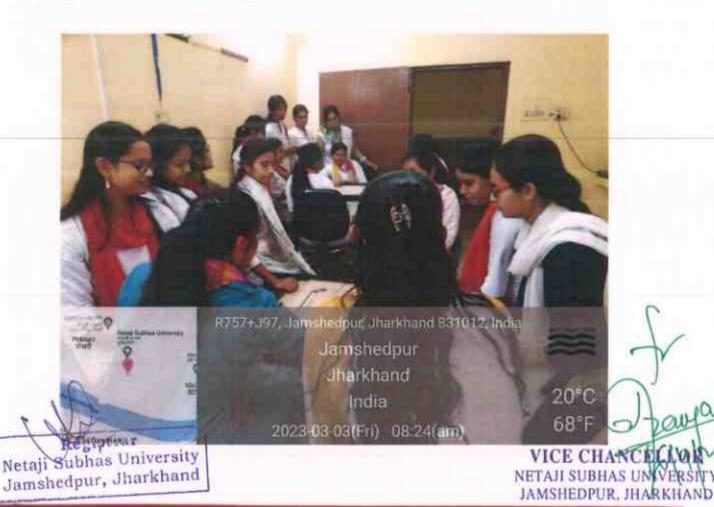


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d) Separate Common rooms for girls



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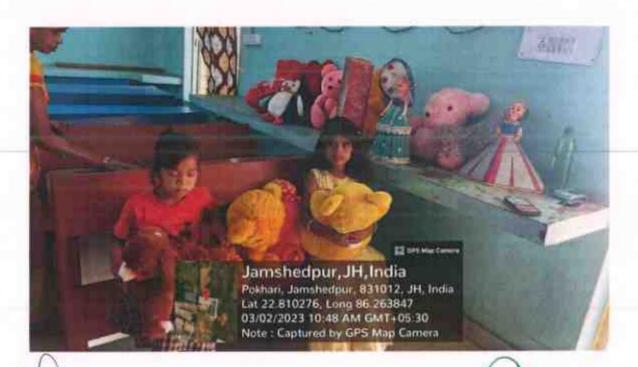
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Date:

Day care Centre



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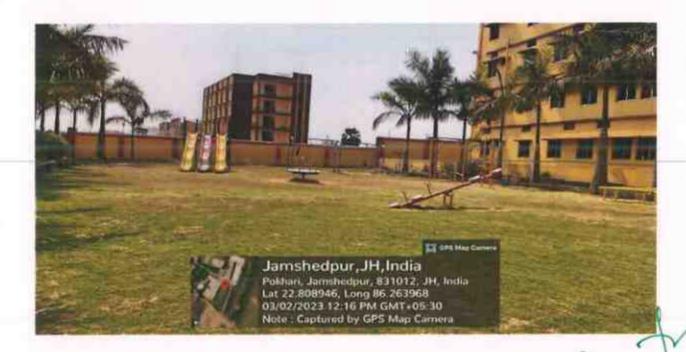
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Female Wash Room



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