



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

SDG 5 | Report on Gender Equality

SDG 5

REPORT 2021



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I. Targets



Affordable Housing

Centurion University makes effort to provide on-campus residential accommodation for both staff and students. It has a total strength of accommodating 12000 students across its campuses. Similarly, it has different categories of staff quarters which accommodates 100 families and bachelors. The University targets to construct new facilities for both students and staffs by 2024.



Reduce, Reuse and Recycle

Centurion University strives to Reuse and Recycle waste adhering to different guidelines. In adherence to Plastic Waste Management Rules, the University recycles all of its plastic waste. It uses all throwaway plastics into infrastructure materials. The plastics are being used as an ingredient to manufacture paver blocks. Currently, University manufactures 500 paver blocks in a day and it targets to increase its capacity to 750 by 2023.



Ecofriendly

Centurion University makes effort for being eco-friendly in all aspects. It has an in-house Biodigester that transforms food waste into compost besides vermicomposting. Integrated, with the technique of vermicomposting the total amount of waste to compost transformation is yy kg. The University targets to increase it to xx kg by 2023. The premise to set this target is increasing number of students in the coming years.



Smart Agriculture

Centurion University strives to reduce factors that contribute to climate change. One such effort by the University is Polyhouses which are controlled by Internet of Things. It acknowledges the amount of water plant needs along with other parameters which prevents wastage of water. The University currently operates 3 polyhouses and targets to construct 1 by 2023.

II. The Context of Centurion University

Centurion University believes that gender equality is an essential value that must be implemented in every facet of work and study for a country to progress and prosper.

Centurion University promotes gender equity and equality and strives to provide equal opportunities and rights for all genders. The University has enforced policies against any kind of discrimination within the campus.

In addition, Centurion University regularly undertakes various initiatives to promote equality among all genders. For instance, the University provides scholarships to women youth to support and encourage them to pursue their education. The University's recruitment welcomes female employees and Centurion is proud to be an equal opportunity and pay provider across all levels and roles. The University takes pride in the fact that there are many women who are working in the leadership and management roles in the institution.

The University has also taken up the initiative to provide sensitisation awareness about and skill training to transgenders, who lack access to formal education. Centurion University strives to make its students and trainees reach their full potential and help them shape their lives, irrespective of their gender.

The University continuously strives to create and maintain an environment which is all inclusive, aspirational, and inspiring for all its faculty, staff and students.

Jagannath Padhi
Director,
Centurion University



1. About the Centurion University

Centurion University is duly recognized as a pioneer in ‘Skill Integrated Higher Education’. Its unique model lays specific emphasis on creating sustainable livelihoods on a national scale in challenging geographies through education that results in employability and sparks entrepreneurship. This model has been recognized by multiple Governments (Central and State), International Organizations such as UNESCO and the World Bank as well as Policy Think-tanks such as the Niti Ayog. Recently, Centurion University’s School of Vocational Education and Training has been recognized as a Centre of Excellence by Ministry of Skill Development and Entrepreneurship, Government of India. It is the only University in India to be recognized as such.

We have continually strived to be a best-in-class human resource development hub that builds employable, enterprising and society centric youth through industry relevant education, skill development, new ventures, production, and technology development.

The founders, faculty and staff are fully committed to its credo: Shaping Lives. Empowering Communities.

This credo is underpinned by a value system of Inclusivity, Integrity, Equity, Respect and Sustainability in everything we do.

Since its inception in 2005 and subsequent establishment as a university in 2010 (vide Odisha Act 4 of 2010), Centurion has created a unique environment that ensures a tailored learning and employability path for youth in some of the poorest and underserved geographies in Odisha and Andhra Pradesh.

Centurion has embraced the Agenda for Sustainable Development and the associated Sustainable Development Goals (SDGs) since being formally announced in 2015. SDGs have been both formally and informally used as a guiding framework and are now firmly embedded in the Centurion DNA. Whilst having an indirect impact and contribution on almost all 17 SDGs, Centurion has specifically focused on 9 SDGs and embedded it in everything from its strategy, governance, institutional management and outcomes.

1.1. Our Approach to Education and Training

Centurion has focused on ‘hands-on’, ‘experience based’, ‘practice oriented’ learning that creates transformative impact through community centric innovation and action research. While promoting Nano, Mini and Micro Enterprises, the University works toward learning experiences that are ‘quantifiable’, ‘sustainable’, ‘scalable’ and ‘replicable’.

Centurion University has both built and participated in building eco-systems that include and integrate the community around its campuses and beyond, industry, entrepreneurs and other education institutions. Its education and training delivery approach is:

- Skill Integrated and Employability Linked Teaching/Learning Process
- Focuses/Leverages Industry and Community Partnerships
- Creates/co-creates Enterprises

University has five campuses and a number of social entrepreneurial outreach entities that, along with collaborating institutions and networks, form its ecosystem. The campuses are located at Paralakhemundi, Bhubaneswar, Rayagada, Bolangir and Balasore. Its courses are delivered through the following schools:

- School of Engineering and Technology
- School of Vocational Education and Training
- M.S. Swaminathan School of Agriculture
- School of Paramedics and Allied Health Sciences
- School of Pharmacy and Life Sciences
- School of Applied Sciences
- School of Management
- School of Media and Communication

Source: <https://cutm.ac.in/about/overview-of-cutm/>

2. Introduction:

2.1. Where Gender Matters

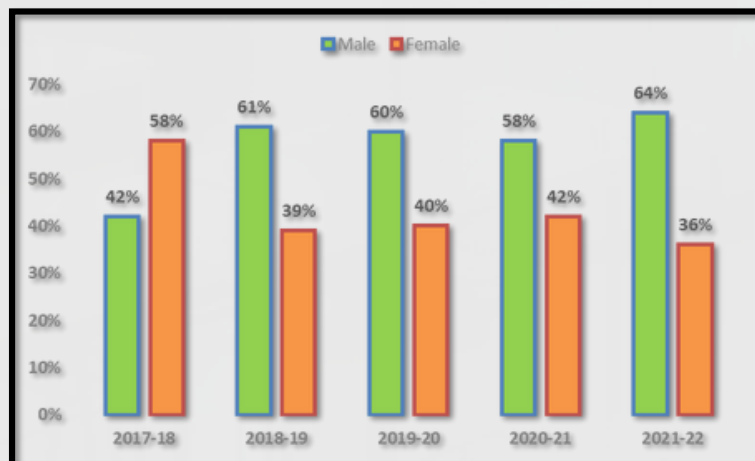
At Centurion University of Technology and Management we are committed to gender equality, diversity and inclusion. While the notions of gender equality, diversity and inclusion seem to be disappearing from the public discourse in urban India (although the disparities are huge), it is a matter of concern in tier two cities and rural areas of the country as the disparity seems glaring. We at Centurion, located in a tier two city, with campuses in aspirational districts of the country, are attempting to gain gender parity by encouraging women students to enroll in various undergraduate and postgraduate programs, encouraging women candidates to apply for suitable positions, ensuring that the number of female graduates increase over time and ensuring that issues of gender are addressed in all its policies and procedures. Efforts at increasing the diversity is by deliberately seeking admissions from different parts of the country. Also several attempts are being made to reach out to the international student community to ensure that a sizeable representation of international students is evident. All these efforts are with an aim to build an institution of excellence.

The University regularly measures and tracks women's application rates and acceptance/ entry rates. The University has a Customer Relationship Management (CRM) software that tracks all applications and admissions school wise and course wise and disaggregated data based on gender is made available. The University has a policy for addressing women's applications, acceptance/ entry and participation, based on which it announced the 'Chandrika' scholarships for young women to take up courses where they are underrepresented.

3. Diversity Profile of the University - STUDENTS

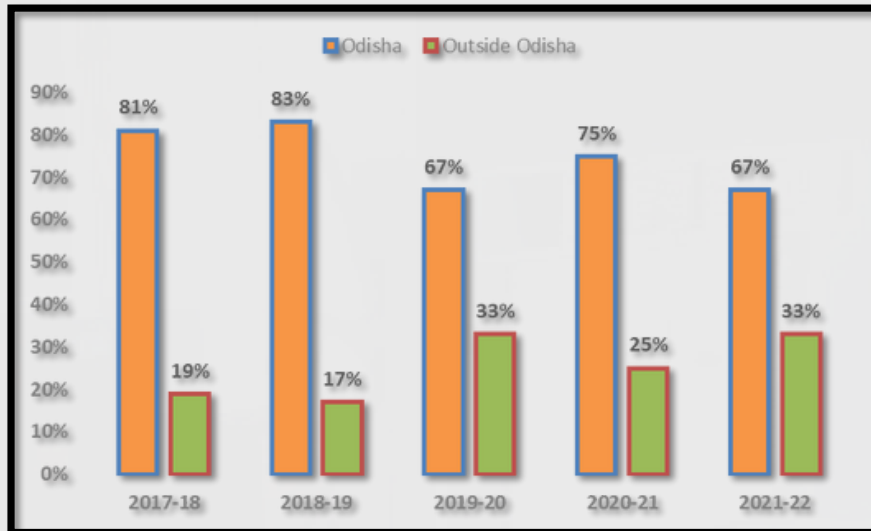
3.1. Gender Profile

Below is an attempt to visually represent the gender profile of the University, beginning with the student profile. As indicated in the below graph the number of female students has been more or less constant between 35 and 45%. Therefore, the University has taken several measures to encourage female students to apply and enroll in various programs. The University has provided 'Chandrika Scholarships' to all female students who wish to take up Engineering Education other than the Computer Science and Engineering Branch. The results are quite encouraging. The total number of students in 2021 is 6150.



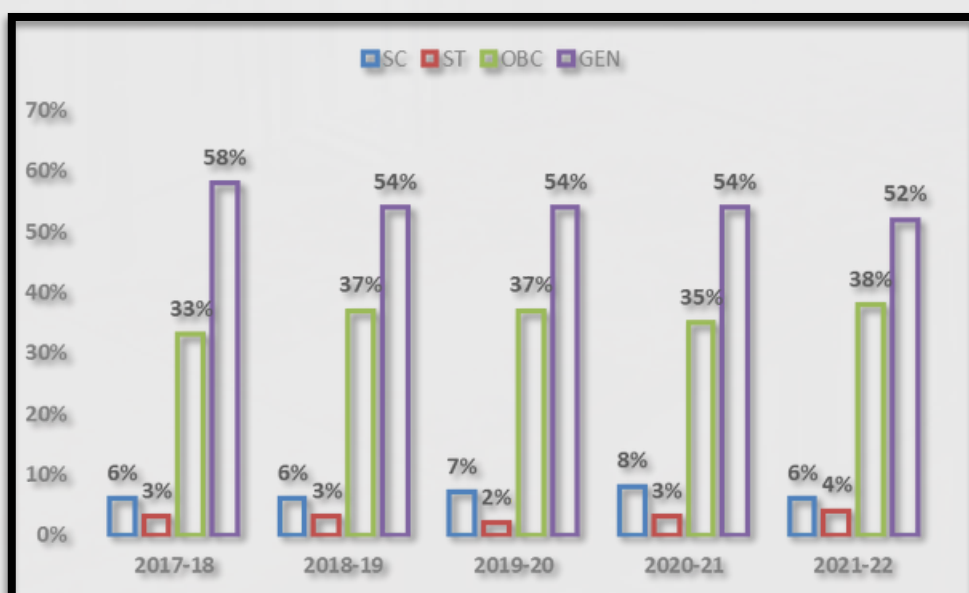
3.2. Distribution of Students from Different States

About 33% of the students are from States other than Odisha. The primary states from where students are drawn are Bihar, West Bengal, Jharkhand and Andhra Pradesh with small numbers from other states. Every effort is being made to address the diversity of students. The University's admission outreach is making an all out effort to source students pan India. For this the University has increased its efforts to reach out to various digital platforms and advertise pan India. The team is also attending several admission fairs in different regions of the country. Every effort is also being made to promote the Centurion University Entrance Examination.



3.3. Social Category Based Inclusion of Students

While the largest population of students are from the General category (GEN), over the period of years, there is a marginal increase in the number of students belonging to Other Backward castes (OBC). The Scheduled Caste (SC) and Scheduled Tribe (ST) student numbers have remained more or less stable. Efforts are being made to encourage SC and ST students to apply. Where required the University also provides additional coaching to slow learners and persons with learning disabilities.



3.4. Women Receiving Degrees

2143 students graduated from the University of which about 40 percent (858) were women. The distribution of the same is provided in the table below. The number of female graduates in STEM subjects are 805, 146 in the field of paramedics and allied health and 106 from the humanities field as indicated in the table.

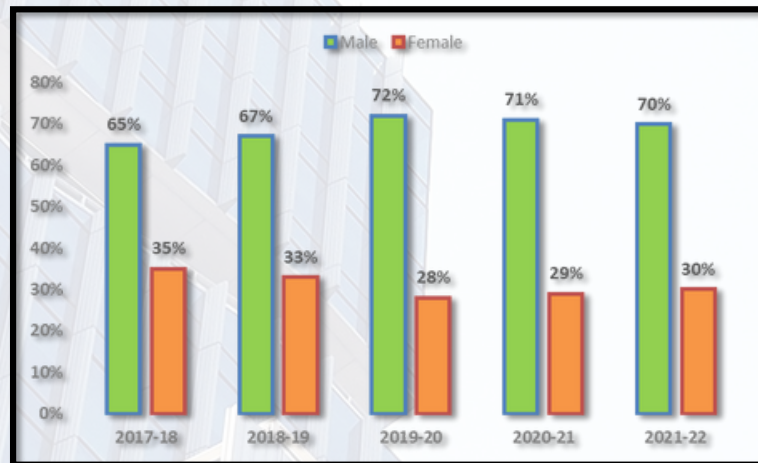
Program Total No. of degree recipients Total Number of Women	Program Total No. of degree recipients Total Number of Women	Program Total No. of degree recipients Total Number of Women
PhD.	21	5
M.Tech	26	5
MBA	44	15
MBA(DA)	12	5
MBA(PM)	3	0
MBA(ABM)	7	2
MDM	0	0
M.Sc	438	220
M.Sc(MLT)	2	2
M.Sc(CMB)	11	7
M.Sc(FS)	13	9
M.Sc(CS&DF)	5	0
M.Sc(AG)	7	8
MA(M&C)	4	2
BARCH	5	2

B.Tech	344	138
B.Tech(AG)	63	15
BPHARM	60	25
B.Sc(Hons)AG	264	105
BFSC	13	10
B.Sc(OPTO)	29	9
B.Sc	232	101
B.Sc(MLT)	10	7
B.Sc(MRT)	42	11
B.Sc(CMB)	14	6
BCA	18	7
BA(M&C)	2	0
BBA	44	25
BBA(R&H)	11	6
BCOM(B&A)	47	20
DIPLOMA	206	60
DPHARM	130	52
DCHP	3	3

4. Diversity Profile of the University - FACULTY

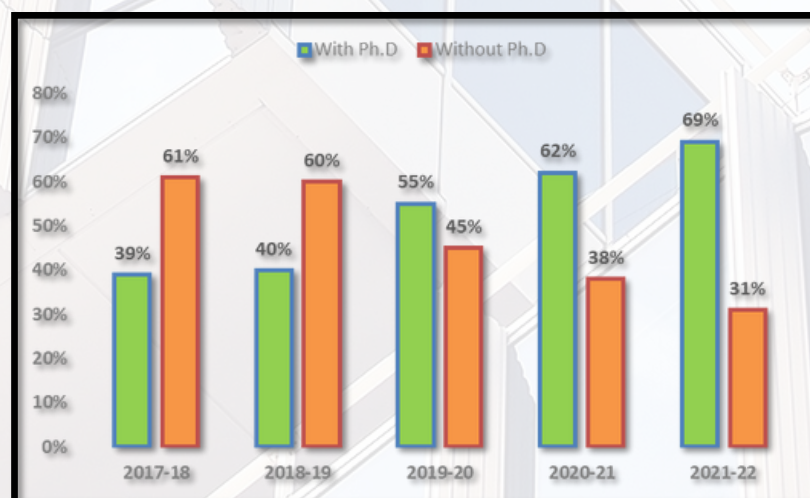
4.1. Gender Profile

The Faculty Gender profile is indicated below. Despite several efforts the female to male ratio among faculty is still very low (not exceeding 35%). The total number of faculty in 2021 is 586. At present, all advertisements for recruitment drives of the University have a rider that female candidates will be preferred.



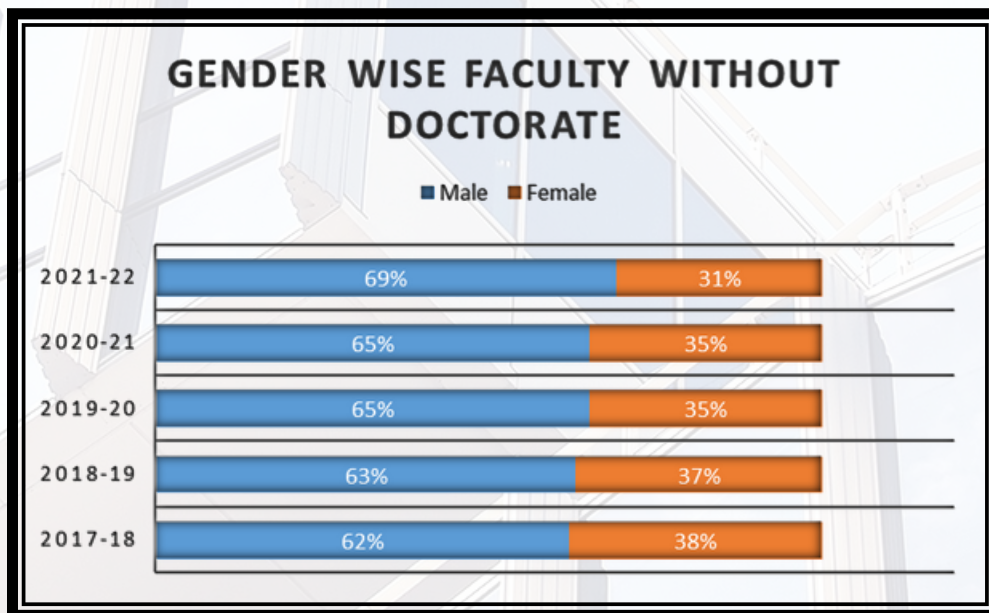
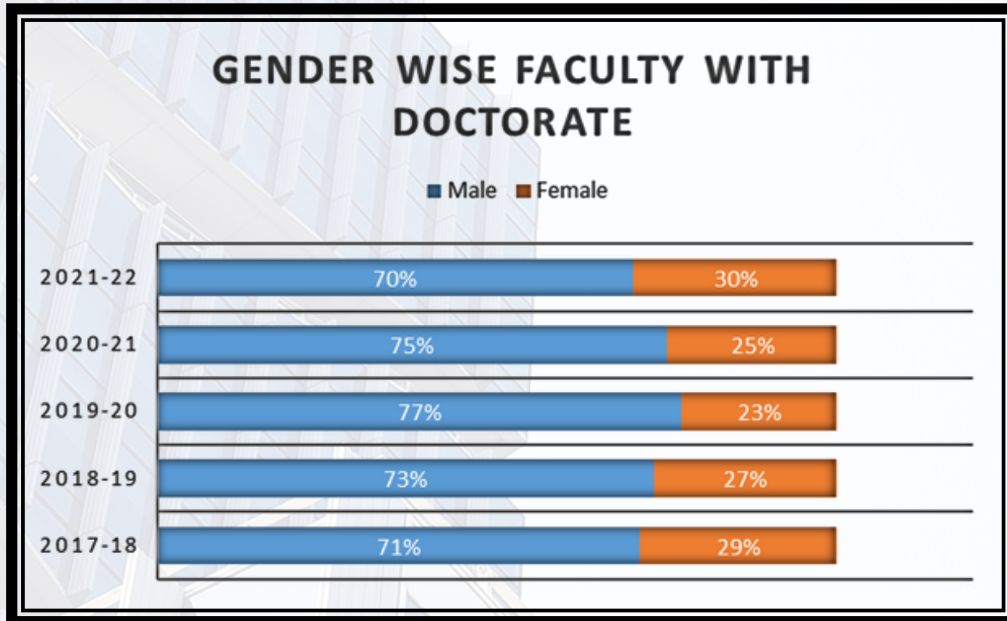
4.2. Education Profile

Providing quality education to students and creating a research culture has been the endeavor since the inception of the University. Over the past five years the number of faculty with PhD degrees has been on the rise; in fact there is a reversal of the ratio of PhD to non-PhD faculty. The University has not only made special efforts to recruit faculty with PhD degrees, it has encouraged its existing faculty to register for PhD, as full-time scholars even.

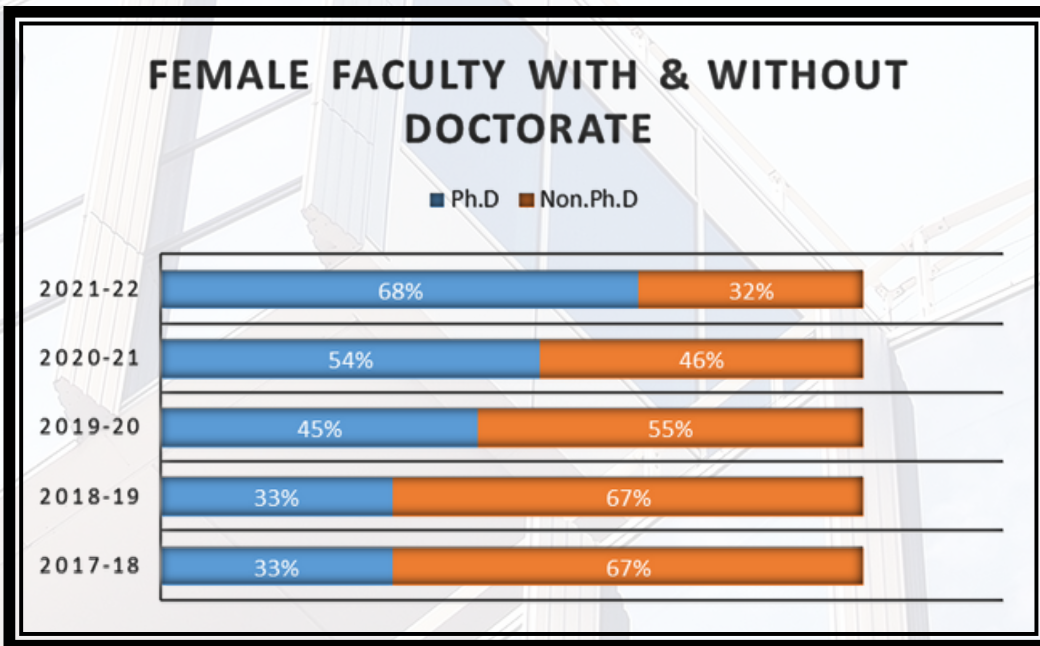
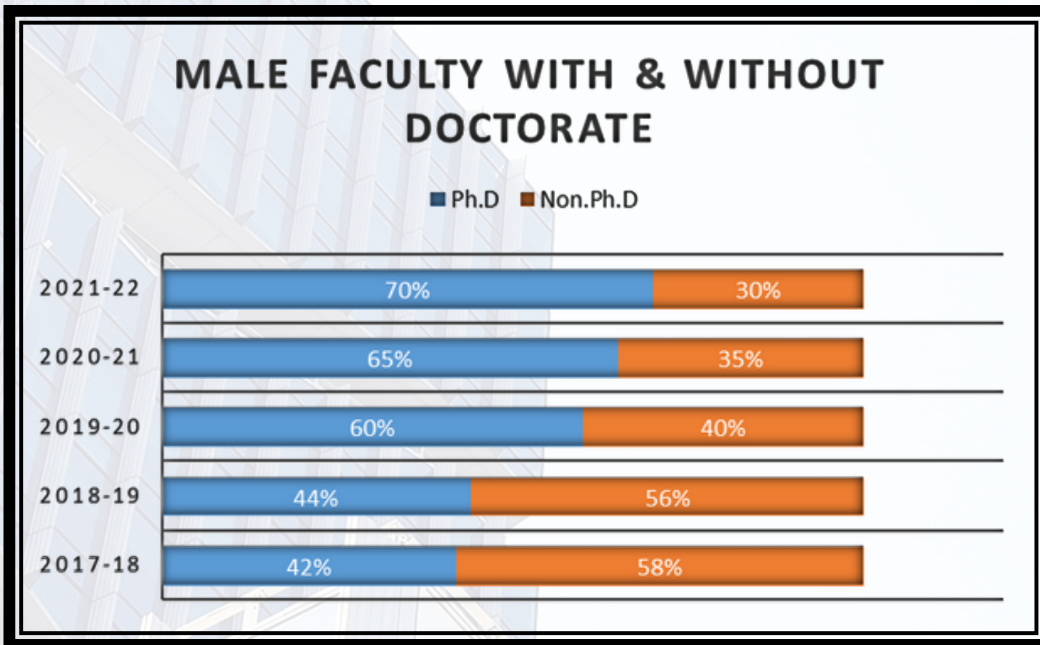


4.3. Gender wise PhD Faculty Distribution

The distribution of female to male faculty with PhD has almost remained stable at approximately 60 is to 90. A similar distribution is evident among male and female faculty who do not have PhD degrees.



A glance at both male and female faculty reveals that the number of non-PhD faculty has been steadily declining. We are aiming to have a large number of faculty with PhD degrees, while at the same time promoting the engagement of Professors of Practice, those who have industry relevant experience to help build the skill, production and entrepreneurial ecosystem. We also have a cadre of technicians who are especially responsible for the skills training.



5. Conclusion

5.1. Conclusion

In conclusion, at Centurion University Diversity and Inclusion Matter. The three statutory positions of the University, Vice Chancellor, Registrar and Director Quality Assurance cum Controller of Examinations are all women. Women have also been appointed in other leadership positions such as Deans and Associate Deans. Overall, this has a significant impact on disciplinary issues and human values. Further, this has helped in addressing the Sustainable Development Goals, in addition to SDG 5 on Gender Equality.

