



University of Technology

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Fatehpuria Main Road, Post Kumhariawas, Vatika Road,
Rajasthan 303903



1st Cycle

Assessment & Accreditation by NAAC

Criterion - VII

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1.1

**Institution has initiated Gender Audit and measure
for the promotion of Gender Equity**

(Geotagged Photos in any other relevant information link)

7.1.1 Institution has initiated Gender audit and measure for the promotion of gender equity.

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AUDIT REPORT

A Gender audit is the process of assessing policies, programs, and procedures in an organization to identify gender biases and determine how equally women and men are treated and represented. The Internal Quality Assurance Cell (IQAC) at our institution conducted a gender audit to assess gender equality and inclusivity on campus. The audit examined policies, practices, and facilities from a gender perspective. It looked at aspects such as admissions, curriculum, recruitment, organizational culture, safety and security, facilities, and support systems through a gender lens. The aim was to identify gaps in order to recommend measures to promote gender justice and create an enabling environment for all genders.

The IQAC will follow up by working with various stakeholders to implement the recommendations over a period, thereby enhancing gender equity and accountability on campus. Regular gender audits by the IQAC will help assess progress and drive positive change. Gender balance within the Institution Gender balance refers to maintaining an equitable proportion of male and female representation within the institution, both among the student body in various programs and within the staff structure. The underlying principle is rooted in the acknowledgment that, historically, women have faced limited access to resources and opportunities due to societal structures acting as barriers. This disparity leads to reduced capabilities among women, creating a cascading impact on their empowerment and access to developmental initiatives

Table1: Gender wise details of Students in the Institution

S.No	Year	Total	Male	Female	% M	% F
1	2019-2020	561	419	142	74.69%	25.31%
2	2020-2021	562	456	106	81.14%	18.86%
3	2021-2022	532	416	116	78.2%	21.80%
4	2022-2023	1212	920	292	75.91%	24.09%
5	2023-2024	1426	1061	365	74.40%	25.60%

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Table 1: Graphic Presentation of Gender wise Students

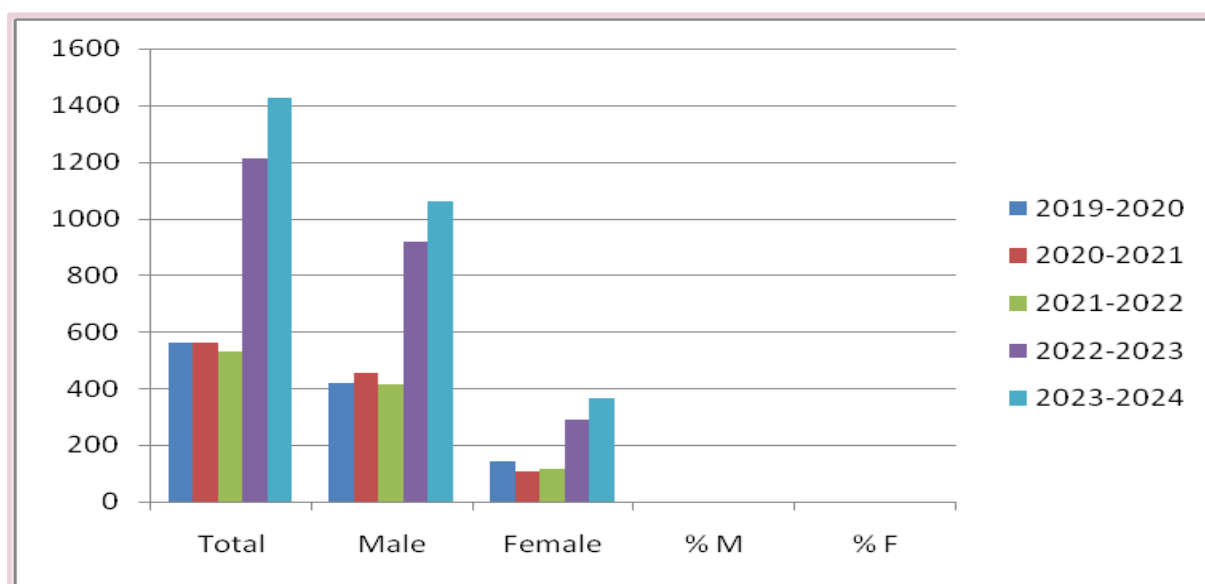


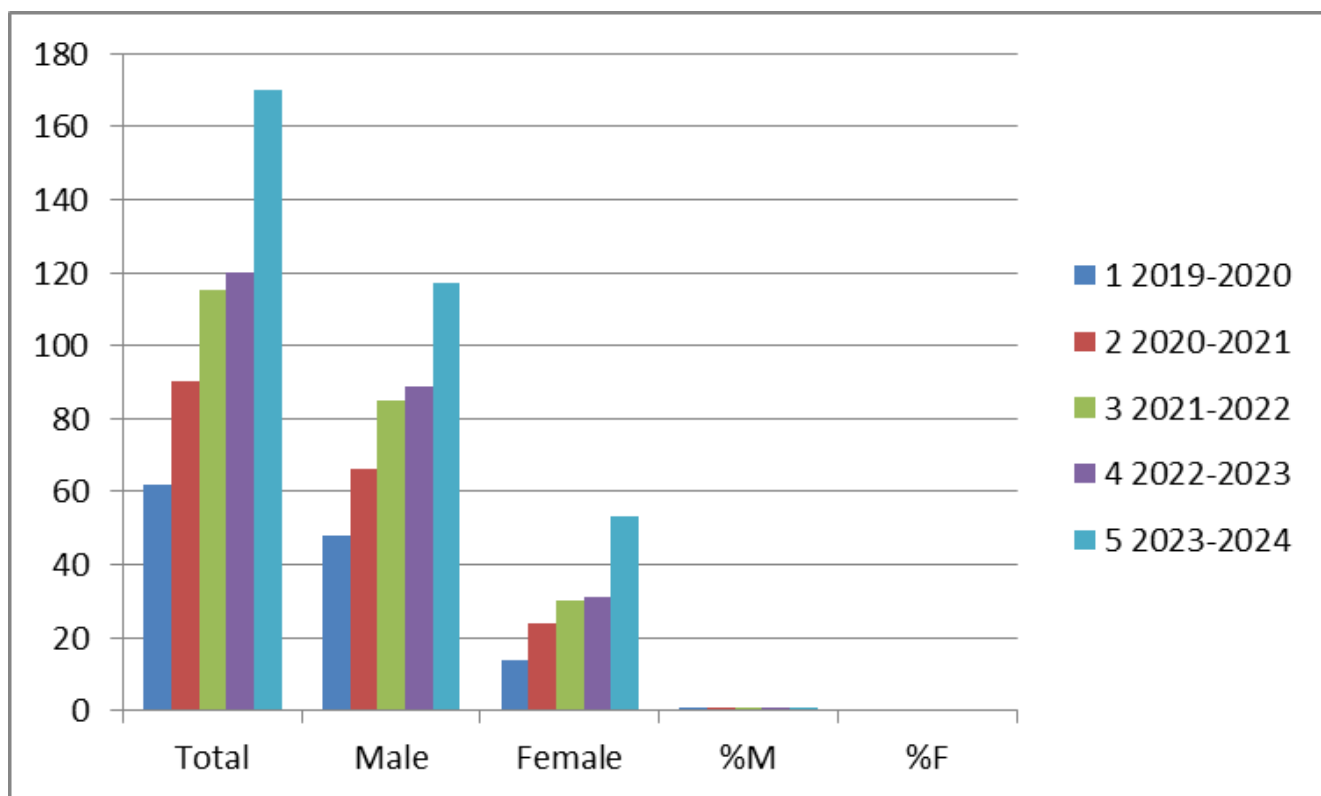
Table 1 above gives the gender wise details of students in the institute. In the year 2019-20, 25.31% of the total students were female students while 74.69% were male students. In the year 2020-2021, 18.86% of the total students were female students while 81.14% were male students. In the year 2021-2022, 21.80% of the total students were female students while 78.20% were male students. In the year 2022-2023, 24.09% of the total students were female students while 75.91% were male students. Further in the year 2023-24, 25.60% of the total students are female students.

Table2: Gender wise details of faculties in the Institution

S.No	Year	Total	Male	Female	%M	%F
1	2019-2020	62	48	14	77.40%	22.60%
2	2020-2021	90	66	24	73.30%	26.70%
3	2021-2022	115	85	30	73.90%	26.10%
4	2022-2023	120	89	31	74.16%	25.84%
5	2023-2024	170	117	53	68.82%	31.18%

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Table2: Gender wise details of faculties in the Institution



The table 2 on gender wise details of total teaching faculty in the university provides the information and growth of teaching faculty in the last five years. In the year 2019-20, out of 62 staff 48(77.40 %)were males and 14(22.60%) were females. In the year 2020-21, out of 90 staff 66(73.30%)were males and 24(26.70%) were females. In the year 2021-22, out of 115 staff 85(73.90%)were males and 30(26.10%) were females. In the year 2022-23, out of 120 staff 89(74.16%)were males and 31(25.84%) were females. In the year 2023-24 ,out of 170 total teaching staff 117 (68.82%) were males and 53 (31.18%) were females.

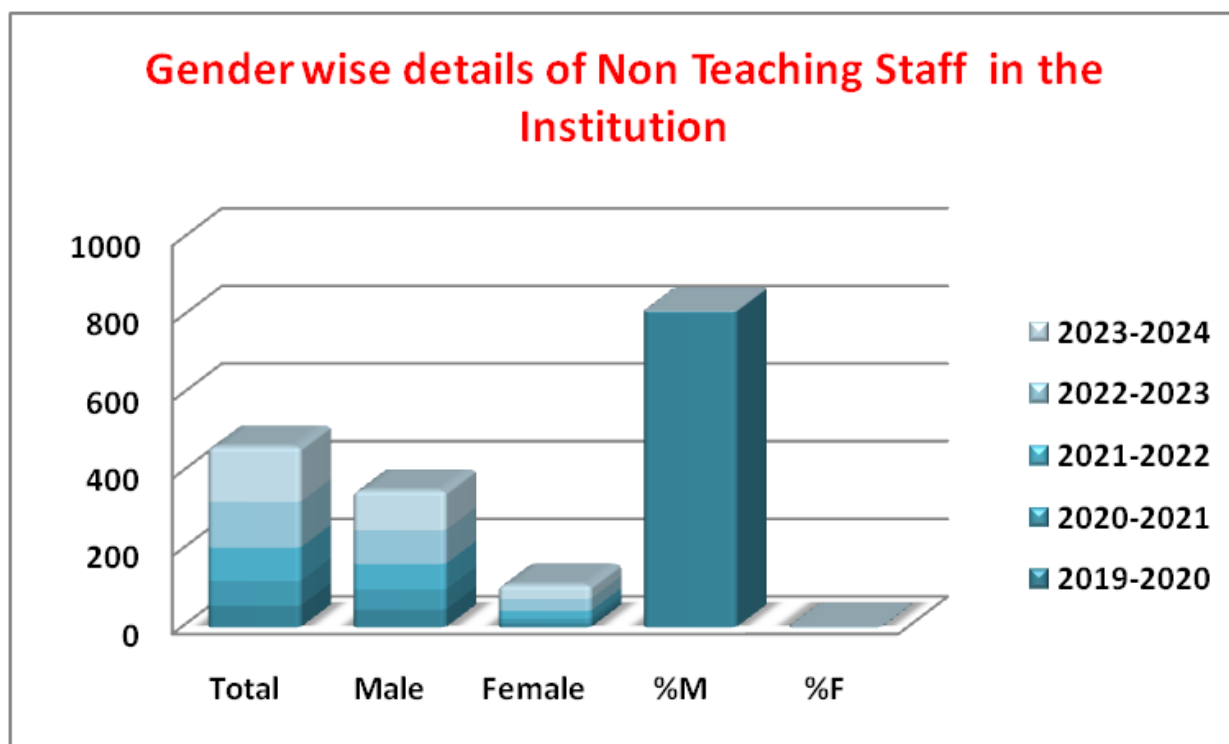
The trend analysis reveals a consistent growth in the number of Female faculty, with a notable surge of 149.48% observed during the academic year 2023-24.

Table3: Gender wise details of Non Teaching Staff in the Institution

S.No	Year	Total	Male	Female	%M	%F
1	2019-2020	55	45	10	81.81%	18.19%
2	2020-2021	64	52	12	81.25%	18.75%
3	2021-2022	86	66	20	76.74%	23.26%
4	2022-2023	118	87	31	73.73%	26.27%
5	2023-2024	142	102	36	73.24%	26.76%

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Table 3: Gender wise details of Non-Teaching Staff in the Institution



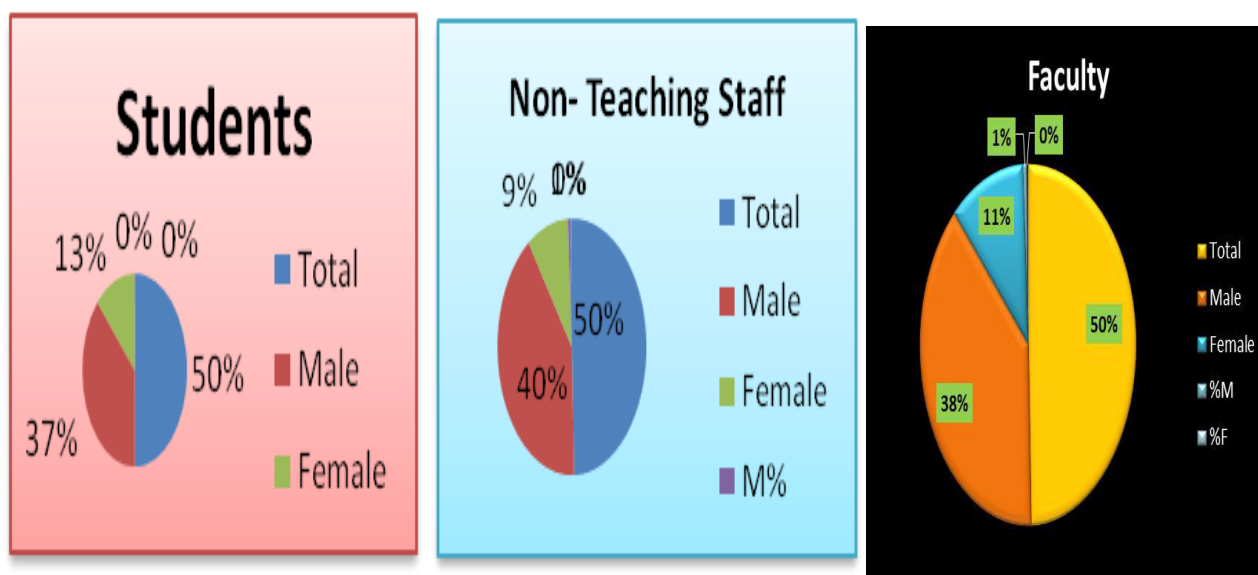
The table 3 on Gender wise details of total non-teaching staff in the institution provides the information and growth of non-teaching staff in the last five years. In the year 2019-20, out of 55 staff 45(81.81%) were males and 10(18.19 %) were females. In the year 2020-21, out of 64 staff 52 (81.25%) were males and 12(18.75%) were females. In the year 2021-22, out of 86 staff 66(76.74%) were males and 20(23.26%) were females. In the year 2022-23,out of 118 tota non-teaching staff 87 (73.73%) were males and 38 (26.76%) were females. In the year 2023-24, out of 142 staff 104(73.24%) were males and 38(26.76%) were females.

Table 4: Gender wise details in the academic year 2019-20

S. No	Category	Total	Male	Female	M%	F%
1	Students	561	419	142	74.69%	25.31%
2	Faculty	62	48	14	77.40%	22.60%
3	Non- Teaching Staff	55	45	10	81.81%	18.19%

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Figure 4: Gender wise details in the academic year 2019-20



Students: In the above figure 1, the first pie chart illustrates gender-wise statistics of students in the university and gives information on the rise of student strength in the academic year 2019-20. Out of 561 total students, 25.31 % were female students as compared to 74.69 % male students.

Faculty: The second pie chart depicts gender-wise statistics of total teaching faculty in the university and gives information and growth of teaching faculty. In the year 2019-20, out of 62 staff 48(77.40 %)were males and 14(22.60%) were females.

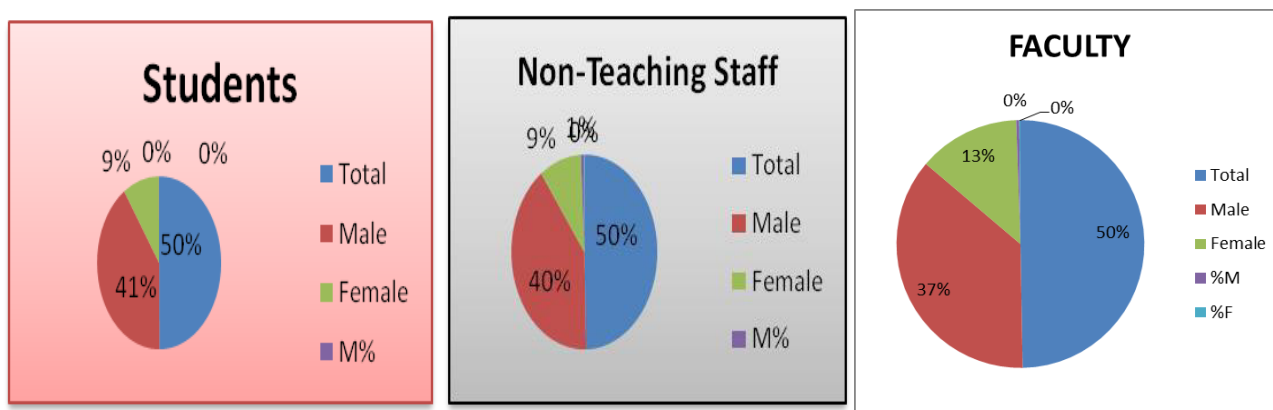
Non-teaching: The third pie chart in figure 3 indicates gender-wise information of total non-teaching faculty in the university .In the year 2019-20 ,out of 55 staff,45 (81.81%)were males and 10(18.19%)were females.

Table 5: Gender wise details in the Academic year 2020-2021

S.No	Category	Total	Male	Female	M%	F%
1	Students	562	456	106	81.14%	18.86%
2	Faculty	90	66	24	73.30%	26.70%
3	Non-Teaching Staff	64	52	12	81.25%	18.75%

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Figure 5: Gender wise details in the academic year 2020-2021



Students: The pie chart shows the gender breakdown of students at the university and the increase enrolment 2020-21 of the 562 total students, 456 (18.86%) were female while (81.14%) were male. The proportion of female students Decreased notably from 25.31 % to 18.86% between the two academic years.

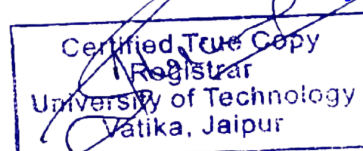
Faculty: The pie chart illustrates the gender statistics of the 133 teaching staff at the university and the growth in faculty numbers. In the year 2020-21, out of 90 staff 66(73.30%) were males and 24(26.70%) were females. The percentage of female faculty declined slightly from 34.02 % to 33.08% compared to last year.

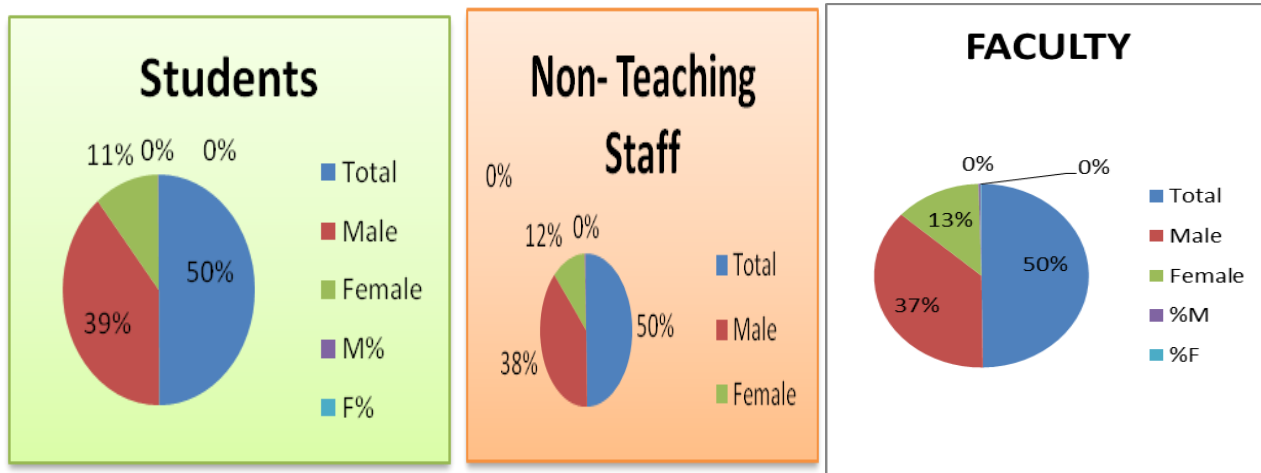
Non-teaching: The pie chart presents the gender data of the 64 non-teaching staff. In 2020-21, 52(81.25 %) were male and 12 (18.75 %) were female. There was a moderate increase in the percentage of female non-teaching staff from 18.91 % to 18.75 %.

Table 6: Gender wise details in the Academic year 2021-2022

S. No	Category	Total	Male	Female	M%	F%
1	Students	532	416	116	78.03%	21.80%
2	Faculty	115	85	30	73.90%	26.10%
3	Non-Teaching Staff	86	66	20	76.74%	23.26%

Figure 6 :Gender wise details in the Academic year 2021-2022





Students: The First pie chart in figure 3 shows the percentage of male and female students at the university in 2021-2022 out of 532 total students, 416 or 78.20% were male. 116 or 21.8% were female. The percentage of Male students remained increased at around 21.8 % in both years.

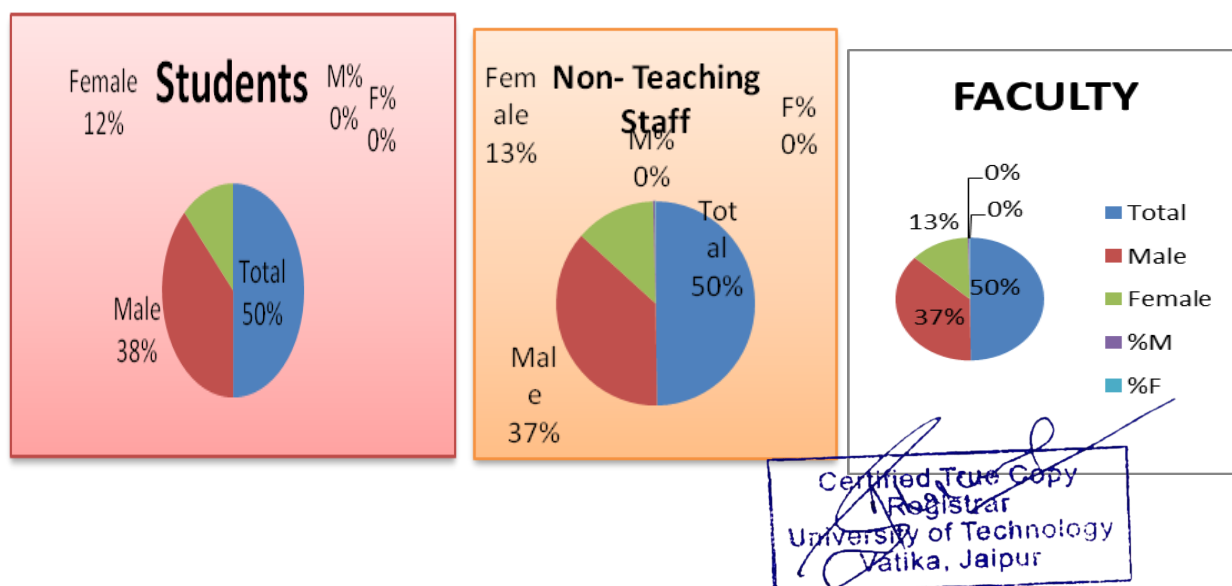
Faculty: The Second pie chart shows the number of male and female faculty at the university in the year 2021-22, out of 115 staff 85(73.90%) were males and 30(26.10%) were females. The percentage of female faculty Decreased slightly from 33.08 % to 28.57 % compared to last year.

Non-teaching staff: The third pie chart in the above figure indicates gender-wise information of total non-teaching faculty in university. In Year 2021-2022, out of 86 staff, 66 (76.74 %) were males and 20 (23.26 %) were females. There Was Small Increased The Percentage of Male/female non-teaching staff from 18.75 % to 23.26 %

Table7: Gender Wise Details In The Year 2022-2023

S. No	Category	Total	Male	Female	M%	F%
1	Students	1212	920	292	75.91%	24.09%
2	Faculty	120	89	31	74.16%	25.84%
3	Non- Teaching Staff	118	87	31	73.73%	26.27%

Figure 7: Gender wise details in the Academic year 2022-2023



Students: In figure 4, the first pie chart shows the percentage of male and female students at the university in 2022-2023. Out of total students, 920 or 75.91 % were male and 292 or 24.09 % were female.

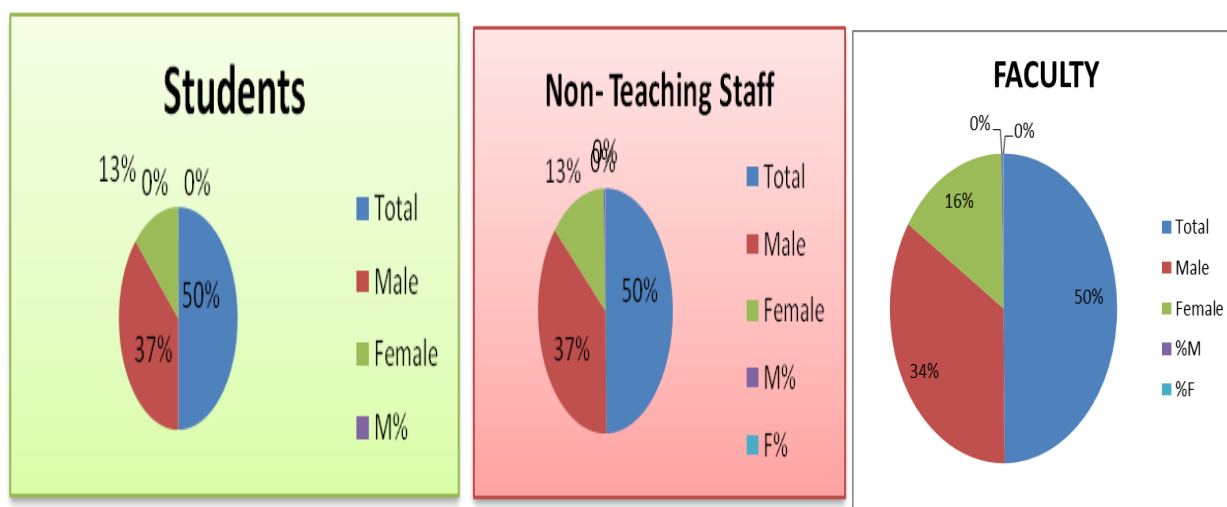
Faculty: The second pie chart shows the number/percentage of male and female faculty at the university. In the year 2022-23, out of 120 staff 89(74.16%) were males and 31(25.84%) were females.

Non-Teaching staff: The third pie chart shows the percentage of male and female non-teaching staff in 2022-2023 out of 118 Staff, 87(73.73%) were male and 31(26.27%) were female. Between 2022-2023

Table 8: Gender wise details in the Academic year 2023-24

S. No	Category	Total	Male	Female	M%	F%
1	Students	1426	1061	365	74.40%	25.60%
2	Faculty	170	117	53	68.82%	31.18%
3	Non-Teaching Staff	118	87	31	73.73%	26.27%

Figure 8: Gender wise details in the Academic Year 2023-24



Students: In figure 5, the first pie chart shows the percentage of male and female students at the university in 2023-24. Out of the total students, 1061 or 74.40% were male and 365 or 25.60% were female.

Faculty: The Second pie chart shows the percentage of male and female faculty at the university. In the year 2023-24, out of 170 total teaching staff 117 (68.82%) were males and 53 (31.18%) were females.

Non-Teaching Staff: The third pie chart shows the percentage of male and female non-teaching staff in 2023-24 out of 118 staff, 87 (73.73%) were male and 31 or 26.27% were female.

Summary Conclusion

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Over the 5 academic years, it was observed that there is a growth in the percentage of females in groups-students, faculty, and non-teaching staff. Though there is little drop off in the few years in between but we can observe growth in the last 5 years. Whereas we can see major growth in the proportion of female students.

- We are including Gender equity to be part of university policies and programs wherever it is applicable.
- So far, no issues were registered about gender bias by staff till date.
- Management and staff actively support gender equality and sensitivity by means of various activities.
- University Has Few Strengths And Opportunities For Better Gender balance.
- Weaknesses Can Be Improved Through Gradual Value Changes.

Though significant improvement in Female students' enrolment, and we haven't registered any gender-related complaints. Positive impact can be achieved through strong will and actions.

Recommendations

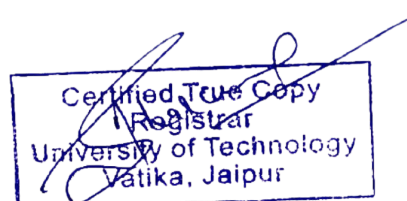
- Enhancing the representation of women in leadership positions.
- Expansion of co-curricular activities for both male and female students and staff.
- Promoting the involvement of female students in sports of their choice.
- Delivering Education On Women's Legal Rights.
- Creation Of Opportunities For Job Training.

In other words, our goals are to increase female representation in decision-making, expand activity choices for every one regardless of gender, promote sports participation among girls, raise awareness of women's rights, offer career-oriented skillbuilding, and improve student marketability. We want to move towards greater gender equity and inclusion.

- Health Centre and Ambulance,
- Beauty Parlor
- Counselling Room
- Children Park,
- Sports facilities

2. Facilities for Women in the

- Recreation Places
- 24X7 Security guards
- Surveyline Camera
- Incinerators for Napkins Dispensing,
- Babycare



- Night Canteen

3. Events Promoting Gender Equity

S.No	Name of the Activity	Date
1	Women's Day Celebrations	07-03-2023
2	Distribution Of Sanitary Pads	01-02-2023
3	Women Empowerment	06-01-2023
4	Awareness about Menstruation	09-03-2023
5	Self-Defence	05-11-2022
6	Infant Health & Vaccines	04-11-2022
7	Promoting women entrepreneurship encompass a range of economic, social, and cultural benefits for individuals, communities, and nations Kantheru	10-09-2022
8	Promoting women entrepreneurship encompass a range of economic, social, and cultural benefits for individuals, communities, and nations (Nidamaru)	14-08-2022
9	International Women's Day Celebrations	08-03-2022
10	International Women's Day Celebrations	08-03-2020

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