

Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University

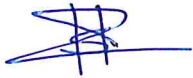
Lucknow, U.P.

Gender Audit Report

2018 - 2019

Date: 16/10/2018

AUDITED BY



Prof. S. Haider Ali



Dr. Sauban Sayeed



Independent Auditor: Er. Ashutosh Kumar Srivastava

ई० आशुतोष कुमार श्रीवास्तव
मण्डल अभियंता
पूर्वोत्तर रेलवे बरेली

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INTRODUCTION

The Gender Audit conducted at Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University in Lucknow, Uttar Pradesh for the academic year 2018-19 serves as both an evaluative process and a strategic tool aimed at fostering gender equality within the institution. This audit is pivotal in assessing the university's capacity to ensure a safe and inclusive environment for all individuals, regardless of gender, including students, faculty, and administrative staff.

KEY OBJECTIVES

The audit process entails a thorough examination of the university's policies, practices, and culture to identify strengths and challenges pertaining to gender integration and equity. By adopting a participatory approach, stakeholders engage in dialogue to reflect on gender-related issues and promote inclusivity within the university's systems and operations.

AREAS OF FOCUS

- Mainstreaming gender considerations across the university's objectives, programs, and budget allocations.
- Assessing existing gender expertise and fostering competency development.
- Enhancing information and knowledge management pertaining to gender issues.
- Evaluating accountability systems and monitoring mechanisms for gender equality.
- Promoting gender balance within staffing and human resources policies, alongside the implementation of gender-friendly practices.
- Addressing organizational culture and its impact on fostering gender equality within the university.

COMMITMENT TO EQUITY

Aligned with its commitment to equity and equality of opportunity, Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University endeavours to provide quality education to all students, regardless of socio-economic backgrounds. To realize this commitment, the university undertook the Gender Audit as a proactive measure to identify areas for improvement and enhance inclusivity within its academic and administrative framework.

GENDER SENSITIZATION

1. Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University, Lucknow, Uttar Pradesh has demonstrated a consistent effort to increase the enrolment of female students across its diverse academic programs.
2. The university actively promotes gender sensitization through various avenues such as seminars, workshops, debates, street plays, and film screenings. These initiatives aim to raise awareness within the university

community on crucial issues including environmental sustainability, women's rights, gender equality, and empowerment. Both male and female students enthusiastically participate in these activities, fostering a cooperative environment where they work together towards common goals.

3. The university's NCC unit has welcomed several women cadets, acknowledging their remarkable contributions. These women cadets are actively involved in various activities and are recognized for their outstanding achievements within the unit.
4. Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University has established an Internal Complaints Committee, a statutory body tasked with addressing complaints of harassment. This committee plays a vital role in providing a platform for students and staff to report incidents of harassment and ensures formal proceedings are undertaken to resolve such issues effectively.

FACULTY AND STAFF

The Gender Audit conducted at Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University for the academic year 2018-19 aimed to assess the gender composition and dynamics within the teaching and non-teaching staff. The following details outline the gender distribution across various staff categories:

1. Permanent Teaching Staff:

- Male: 17
- Female: 11

2. Guest Lecturers:

- Male: 36
- Female: 37

3. Permanent Non-Teaching Staff:

- Male: 1
- Female: 0

4. Non-Permanent Non-Teaching Staff:

- Male: 50
- Female: 5

Key Observations:

The permanent teaching staff composition indicates a gender imbalance, with a higher representation of male teachers compared to female teachers. Efforts should be made to promote gender diversity in recruitment and retention practices to ensure equitable representation.

The gender distribution among guest lecturers appears to be relatively balanced, with a slightly higher number of female lecturers compared to male lecturers. This suggests a positive trend towards gender inclusivity in temporary teaching

positions.

In contrast, the permanent non-teaching staff category demonstrates a significant gender disparity, with only male staff members. This highlights the need for proactive measures to encourage female participation in non-teaching roles and address gender imbalances within the administrative framework.

The gender distribution among non-permanent non-teaching staff reveals a substantial majority of male staff members. Efforts should be directed towards creating equal opportunities for both genders in temporary employment positions within the university.

Recommendations:

1. Implement gender-sensitive recruitment policies to promote equal opportunities for both male and female candidates across all staff categories.
2. Provide training and capacity-building programs to enhance gender awareness among staff members and foster an inclusive work environment.
3. Establish mechanisms for regular monitoring and evaluation of gender diversity initiatives to track progress and address challenges effectively.
4. Encourage the participation of female candidates in leadership roles and decision-making processes to promote gender equity at all levels of the university hierarchy.

STUDENTS

The Gender Audit conducted at Khwaja Moinuddin Chishti Urdu, Arabi- Farsi University for the academic year 2018-19 aimed to assess the gender distribution and dynamics among undergraduate (UG), postgraduate (PG), and Ph.D. students. The following details outline the gender composition across various student categories:

1. Undergraduate (UG) Students:

- Female: 322
- Male: 998

2. Postgraduate (PG) Students:

- Female: 118
- Male: 212

Key Observations:

- The undergraduate student population exhibits a significant gender disparity, with a considerably higher number of male students compared to female students. This suggests a need to explore strategies to attract and retain female students in undergraduate programs to achieve gender balance.
- Similarly, the postgraduate student cohort also demonstrates a gender imbalance, albeit to a lesser extent than the undergraduate level. Efforts should be made to address barriers that may discourage female students from

pursuing higher education and to create a more inclusive learning environment.

- Despite the gender disparities observed, it is encouraging to note the presence of female students across all academic levels, indicating a growing interest and participation of women in higher education.

Recommendations:

1. Implement targeted recruitment and retention initiatives to increase female representation in undergraduate and postgraduate programs, including scholarship opportunities, mentorship programs, and outreach activities.
2. Create supportive academic and social environments that cater to the diverse needs of female students, including access to resources, support services, and networks.
3. Provide opportunities for female students to engage in leadership roles, research projects, and extracurricular activities to enhance their academic and personal development.
4. Foster a culture of gender sensitivity and inclusivity within the university community through awareness campaigns, training programs, and policy advocacy.

THE INTERNAL COMPLAINTS COMMITTEE WAS ESTABLISHED BY KHWAJA MOINUDDIN CHISHTI URDU, ARABI- FARSI UNIVERSITY, LUCKNOW, UTTAR PRADESH IN DECEMBER 2018



خواجہ معین الدین چشتی اردو عربی-فارسی یونیورسٹی لکھنؤ
ख्वाजा मुईनुद्दीन चिश्ती उर्दू, अरबी-फ़ारसी विश्वविद्यालय, लखनऊ
Khwaja Moinuddin Chishti Urdu, Arabi-Farsi University, Lucknow

संख्या : 333 / उअफावि/ कुसका / 435 / 2018
दिनांक : 25 दिसम्बर, 2018

कार्यालय-आदेश

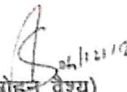
विश्वविद्यालय के पत्रांक संख्या-924 / उअफावि/ कुसका / 235 / 18 दिनांक 06-08-2018 द्वारा माननीय कुलपति महोदय द्वारा यू0जी0सी0 द्वारा अधिसूचित विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम-2015 के क्रियान्वयन हेतु विनियम की धारा-4 के अनुसार इन्टरनल कम्प्लेन्ट्स कमेटी (आई0सी0सी0) का गठन किया गया था :-

क्रम	पदाधिकारी	नाम
1.	पीठासीन अधिकारी	डॉ0 तनवीर खदीजा, एसोसिएट प्रोफेसर, अंग्रेजी विभाग।
2.	02 सदस्य (शिक्षकों से)	1. डॉ0 नीरज शुक्ल, असिस्टेंट प्रोफेसर, वाणिज्य विभाग। 2. डॉ0 प्रियंका, असिस्टेंट प्रोफेसर, गृह विज्ञान विभाग।
3.	02 सदस्य (शिक्षणोत्तर कर्मों से)	श्री शबीह हैदर, सहायक लेखाकार।
4.	03 सदस्य विद्यार्थी (यदि प्रकरण विद्यार्थियों से सम्बन्धित हो)	1. श्री अनिषेक वर्मा, बी0सी0ए0 2. सुश्री वीनिश कलीम, बी0ए0 (आनर्स) 3. सुश्री फातिमा जेहरा, बी0ए0 (आनर्स)
5.	01 सदस्य (गैर सरकारी संगठन से)	डॉ0 जकिरिया रिजवी, अध्यक्ष, अवध ग्रामीण कृषक सेवा उत्थान समिति, लखनऊ।

उपरोक्त आदेश द्वारा पदाधिकारियों का कार्यकाल 03 वर्ष का किया गया है।

2- उक्त के सम्बन्ध में मुझे यह कहने का निदेश हुआ है कि माननीय कुलपति महोदय द्वारा उपरोक्त आदेश में आंशिक संशोधन करते हुए इन्टरनल कम्प्लेन्ट्स कमेटी (आई0सी0सी0) का नाम परिवर्तित कर महिला शिकायत, निवारण प्रकोष्ठ (Women's Grievance Redressal Cell) किया गया है।

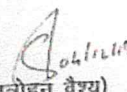
3- कृपया उपरोक्त सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।


(शत्रोहन वैश्य)
कुल सचिव।

पृष्ठांकन संख्या व दिनांक : उपरोक्त।

प्रतिलिपि निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित-

1. निजी सचिव कुलपति जी को मा0 कुलपति महोदय के सूचनार्थ।
2. निजी सचिव वित्त अधिकारी को वित्त अधिकारी जी के सूचनार्थ।
3. समस्त माननीय सदस्य/समस्त प्राध्यापक।
4. उप कुलसचिव।
5. कुलानुशासक/सहायक कुलानुशासक।
6. वेब मास्टर/गार्ड फाइल।


(शत्रोहन वैश्य)
कुल सचिव।

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REGISTRAR
KHWAJA MOINUDDIN CHISHTI
LANGUAGE UNIVERSITY,
LUCKNOW

THE ESTABLISHMENT OF A GENDER AUDIT COMMITTEE



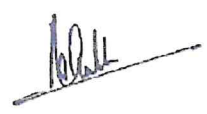
خواجہ معین الدین چشتی اردو، عربی-فارسی یونیورسٹی، لکھنؤ
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Khwaja Moinuddin Chishti Urdu, Arabi-Farsi University, Lucknow
U.P. STATE GOVERNMENT UNIVERSITY

दिनांक: 10/07 /2018

कार्यालय ज्ञाप

विश्वविद्यालय द्वारा माननीय कुलपति जी के आदेशानुसार विश्वविद्यालय में लिंग लेखा परीक्षा समिति (Gender Audit Committee) का गठन तीन वर्षों अथवा अग्रिम आदेशो तक किया जाता है जिसका विवरण निम्नवत् है—

1. प्रो० सय्यद हैदर अली (व्यवसाय प्रबंधन विभाग)
2. डॉ सौबान सईद (उर्दू विभाग)
3. डॉ नलिनी मिश्रा (शिक्षाशास्त्र विभाग)
4. श्री शबीह हैदर (लेखाकार, वित्त कार्यालय)
5. श्री आशुतोष श्रीवास्तव (मंडल अभियंता, पूर्वोत्तर रेलवे बरेली)


(अशोक कुमार अरविन्द)
कुलसचिव

MINUTES OF MEETING OF GENDER AUDIT COMMITTEE (2018-19)



خواجہ معین الدین چشتی اردو، عربی-فارسی یونیورسٹی لکھنؤ
ख्वाजा मुईनुद्दीन चिश्ती उर्दू, अरबी-फ़ारसी विश्वविद्यालय, लखनऊ
Khwaja Moinuddin Chishti Urdu, Arabi-Farsi University, Lucknow
U.P. STATE GOVERNMENT UNIVERSITY

Minutes of Gender Audit Committee Meeting held on 21/03/2018

The meeting of Gender Audit Committee was held on 21/03/2018 at 11 am in the committee room of administrative block.

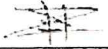
Agenda:

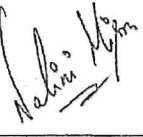
1. To conduct gender audit of teaching faculty, non-teaching staff & students of the session 2018-2019.
2. To discuss on the need of sign board of University on the main road (Sitapur- Hardoi Bypass Road), Lucknow as the University is situated at 1 km distance from the main road.
3. To discuss on the need of gender sensitization in University.


Recommendations:

1. The committee members decided to conduct gender audit of the session 2018-2019.
2. The committee members discussed on the need of sign board of University on the main road (Sitapur- Hardoi Bypass Road), Lucknow and resolved to allow for the provision of signboard with University name on the main road so as to facilitate the clear identification of the University campus.
3. The members resolved for the co- curricular programmes to be conducted by various departments of the University.

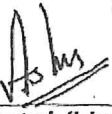
Signature


(Prof. S. Haider Ali)
Internal Member
Professor
Department of Business
Administration


(Dr. Nalini Misra)
Internal Member
Assistant Professor
Department of Education


(Dr. Saubhan Sayeed)
Chairman
Associate Professor
Department of Urdu


(Mr. Shabih Haider)
Accountant
Finance Office


(Mr. Ashutosh Srivastava)
Divisional Engineer
North-Eastern Railway, Bareilly

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