

Khwaja Moinuddin Chishti Language University

Lucknow, U.P.

Gender Audit Report

2020 – 2021

Date: 26 NOVEMBER, 2021

AUDITED BY

Prof. S. Haider Ali

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मण्डल अभियन्ता
पूर्वोत्तर रेलवे बरेली

Independent Auditor: Er. Ashutosh Kumar Srivastava

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LUCKNOW

INTRODUCTION

During the academic year 2020-21, Khwaja Moinuddin Chishti Language University in Lucknow, Uttar Pradesh remained steadfast in its pursuit of advancing gender equality within the institution through the continued implementation of the Gender Audit process. Functioning as both an evaluative mechanism and a strategic endeavour, the Gender Audit remained pivotal in gauging the university's advancements in establishing a secure and inclusive atmosphere for all community members, irrespective of gender.

This thorough audit extensively scrutinized various facets of the university's functioning, encompassing policies, procedures, and cultural norms, aiming to pinpoint areas necessitating enhancement while reinforcing existing strengths. Through meticulous analysis, the university strived to tackle any disparities or obstacles hindering gender equality, while simultaneously fostering initiatives promoting diversity and inclusivity.

The Gender Audit served not only as a source of valuable insights into the university's current status but also as a catalyst for the development of targeted interventions and programs aimed at furthering gender equality. By involving stakeholders from across the institution, including students, faculty, and administrative personnel, the audit process fostered collaboration and constructive dialogue, driving tangible progress.

By persistently adhering to the Gender Audit, Khwaja Moinuddin Chishti Language University reasserted its unwavering commitment to cultivating an environment where individuals of all gender identities can thrive. This proactive and reflective approach reaffirmed the university's overarching mission to foster a culture characterized by respect, dignity, and equity within its academic community.

PRIMARY GOALS

In the academic year 2020-21, Khwaja Moinuddin Chishti Language University in Lucknow, Uttar Pradesh persisted in its rigorous Gender Audit endeavour, aiming to thoroughly evaluate the infusion of gender considerations and fairness across its policies, procedures, and cultural ethos. This comprehensive assessment sought not only to pinpoint areas of strength but also to confront obstacles impeding gender equality within the university.

With a commitment to inclusivity, stakeholders from diverse backgrounds actively engaged in constructive discourse to delve into gender-related issues and devise strategies for fostering a more inclusive environment across the university's operations. Through this collaborative approach, the university nurtured a culture of introspection and proactive engagement, encouraging participation from students, faculty, and administrative personnel alike.

The Gender Audit served as a critical tool for the university to critically evaluate its journey towards gender equality, underlining the significance of nurturing a supportive and respectful atmosphere for all members of the community. By highlighting achievements and areas for growth, this process empowered the university to implement targeted measures and initiatives aimed at cultivating greater gender integration and equity.

Through its broad-based approach, Khwaja Moinuddin Chishti Language University

reaffirmed its dedication to advancing gender equality and fostering inclusivity, thereby solidifying its position as an institution committed to championing social justice and embracing diversity within the academic landscape.

AREAS OF CONCENTRATION

1. Embedding gender perspectives across the university's objectives, strategic initiatives, and financial strategies to ensure inclusivity and equity.
2. Assessing and enhancing gender-related competencies among staff through targeted professional development opportunities.
3. Strengthening the management of gender-related information and knowledge to inform decision-making processes effectively.
4. Scrutinizing systems of accountability and oversight to uphold gender parity and foster a fair and inclusive environment.
5. Promoting gender balance in recruitment practices and workplace policies, emphasizing the adoption of approaches that are sensitive to gender dynamics.
6. Addressing institutional culture to create an environment conducive to advancing gender parity and fostering inclusivity within the university community.

DEDICATION TO FAIRNESS

Aligned with its commitment to equity and providing equitable opportunities, Khwaja Moinuddin Chishti Language University is dedicated to offering top-tier education to all students, regardless of their socio-economic background. In adherence to this commitment, the university took proactive measures by launching the Gender Audit. This strategic move aimed to identify areas requiring enhancement and enhance inclusivity throughout its academic and administrative frameworks.

GENDER AWARENESS

1. Khwaja Moinuddin Chishti Language University, situated in Lucknow, Uttar Pradesh, has consistently worked towards increasing the enrolment of female students across its diverse academic programs.
2. Employing various platforms such as seminars, workshops, debates, street performances, and film screenings, the university actively promotes gender sensitization. These initiatives aim to educate the university community on critical topics including environmental sustainability, women's rights, gender equality, and empowerment. The enthusiastic involvement of both male and female students fosters a collaborative environment, encouraging collective efforts towards common goals.
3. Khwaja Moinuddin Chishti Language University has established an Internal Complaints Committee, a legally mandated body tasked with addressing reports of harassment. This committee plays a pivotal role in providing a platform for students and staff to voice concerns regarding incidents of harassment, ensuring that formal procedures are followed to effectively address such matters.
4. The university's NCC unit has warmly welcomed numerous female cadets, acknowledging and valuing their significant contributions. These female cadets actively participate in a range of activities and are lauded for their exceptional achievements within the unit.

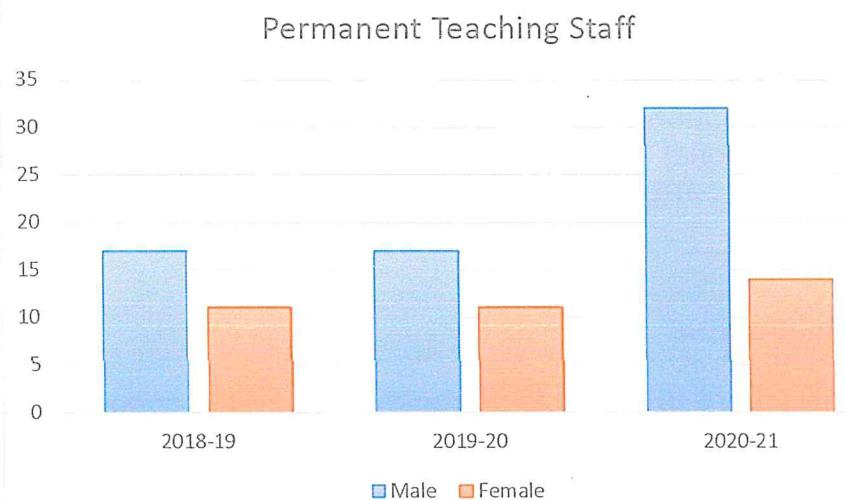
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FACULTY AND STAFF

In the academic year of 2020-21, Khwaja Moinuddin Chishti Language University undertook a Gender Audit to scrutinize the gender composition and interactions within its teaching and non-teaching staff. The subsequent details provide an overview of the gender distribution across various staff categories:

1. Permanent Teaching Staff

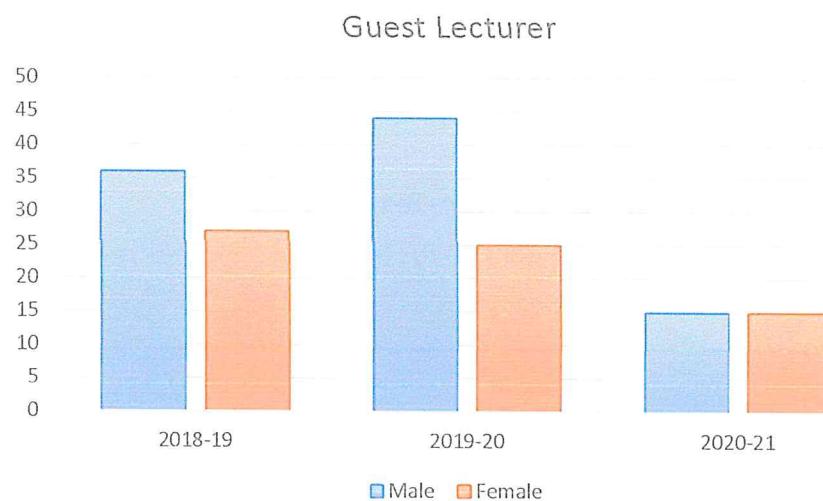
Permanent Teaching Staff			
Sr. No.	Years	Male	Female
1	2018-19	17	11
2	2019-20	17	11
3	2020-21	32	14



Details of Permanent Teaching Staff for 2018-19 to 2020-21

2. Guest Lecturer

Guest Lecturer			
Sr. No.	Years	Male	Female
1	2018-19	36	27
2	2019-20	44	25
3	2020-21	15	15



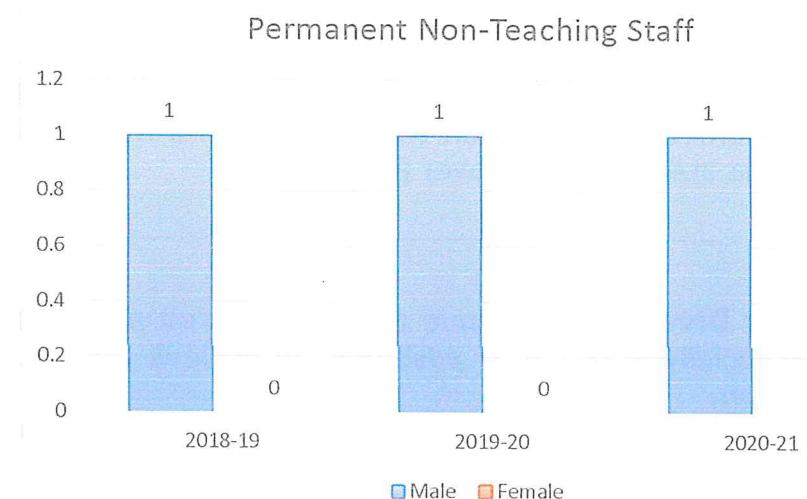
Details of Guest Lecturer for 2018-19 to 2020-21

3. Self-Finance Teaching Staff

Self-Finance Teaching Staff			
Sr. No.	Years	Male	Female
1	2020-21	15	8

4. Permanent Non-Teaching Staff

Permanent Non-Teaching Staff			
Sr. No.	Years	Male	Female
1	2018-19	1	0
2	2019-20	1	0
3	2020-21	1	0



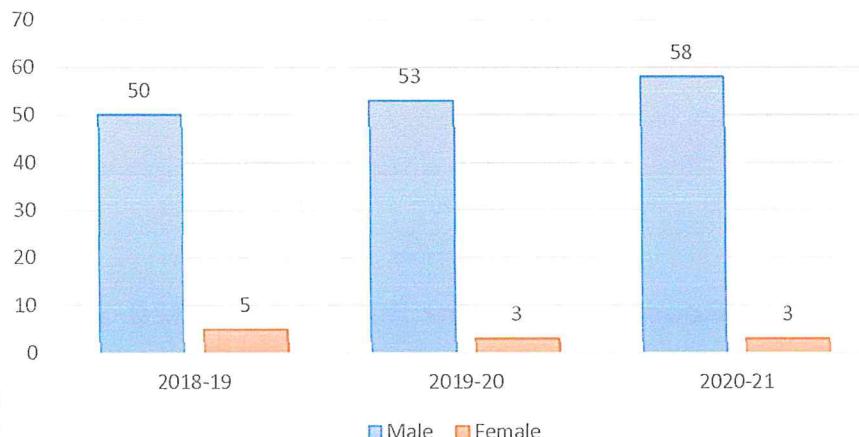
Details of Permanent Non-Teaching Staff for 2018-19 to 2020-21

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5. Non-Permanent Non-Teaching Staff:

Non- Permanent Non-Teaching Staff			
Sr. No.	Years	Male	Female
1	2018-19	50	5
2	2019-20	53	3
3	2020-21	58	3

Non- Permanent Non-Teaching Staff



Details of Non-Permanent Non-Teaching Staff for 2018-19 to 2020-21

Key Observations:

- The number of permanent teachers has increased over the years, with a consistent ratio of male to female teachers. However, there has been a notable increase in female teachers from 2018-19 to 2020-21, indicating efforts towards gender diversity.
- While the number of guest lecturers decreased in 2020-21, there was an equal representation of male and female lecturers during this period.
- The presence of female self-finance teaching staff in 2020-21 reflects a positive step towards gender inclusivity in teaching roles.
- The number of permanent non-teaching staff remained constant with only male staff members throughout the audit period.
- The gender composition among non-permanent non-teaching staff showed consistency in the number of male staff members, with a minimal change in the number of female staff members over the years.

Recommendations:

- Promoting Gender Diversity:** Continue efforts to recruit and retain female staff members, especially in teaching positions, to achieve a more balanced gender representation.
- Training and Development:** Provide training and development opportunities to empower female staff members and enhance their leadership skills and career progression.
- Equal Opportunity Policies:** Implement policies and practices that promote equal opportunities for both male and female staff members across all staff

categories.

4. Monitoring and Evaluation: Regularly monitor and evaluate gender diversity initiatives to track progress and identify areas for improvement.

Conclusion:

The Gender Audit findings highlight the progress made and areas for improvement in promoting gender diversity and inclusivity within Khwaja Moinuddin Chishti Language University's staff. By implementing targeted interventions and fostering a culture of inclusivity, the university can strive towards creating a more equitable and diverse work environment conducive to academic excellence and innovation.

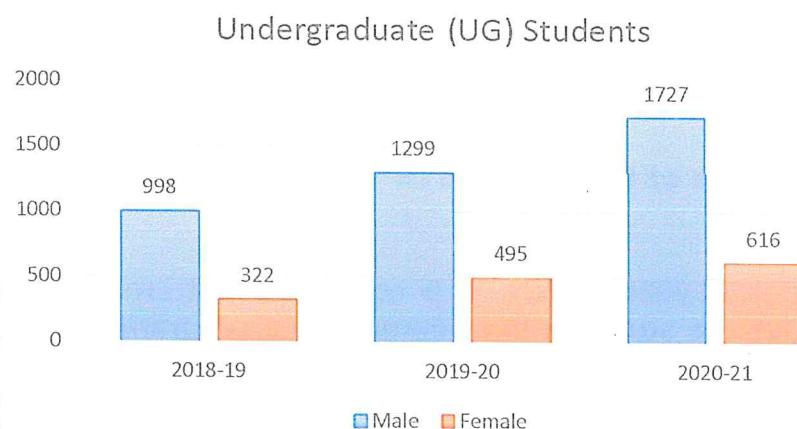
STUDENTS

Gender Audit Report for Khwaja Moinuddin Chishti Language University, Lucknow, Uttar Pradesh (2018-19 to 2020-21).

The Gender Audit conducted at Khwaja Moinuddin Chishti Language University for the academic years 2018-19 to 2020-21 aimed to analyse the gender distribution among undergraduate (UG), postgraduate (PG), and Ph.D. students. The following details present the gender composition within these student categories over the specified period:

1. Undergraduate (UG) Students:

Undergraduate (UG) Students			
Sr. No.	Years	Male	Female
1	2018-19	998	322
2	2019-20	1299	495
3	2020-21	1727	616



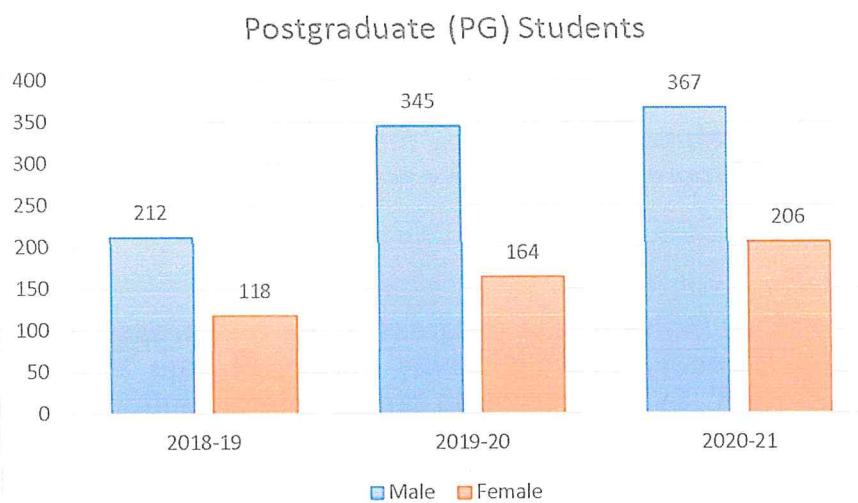
Details of Undergraduate Students for 2018-19 to 2020-21

2. Postgraduate (PG) Students:

Postgraduate (PG) Students			
Sr. No.	Years	Male	Female
1	2018-19	212	118
2	2019-20	345	164
3	2020-21	367	206

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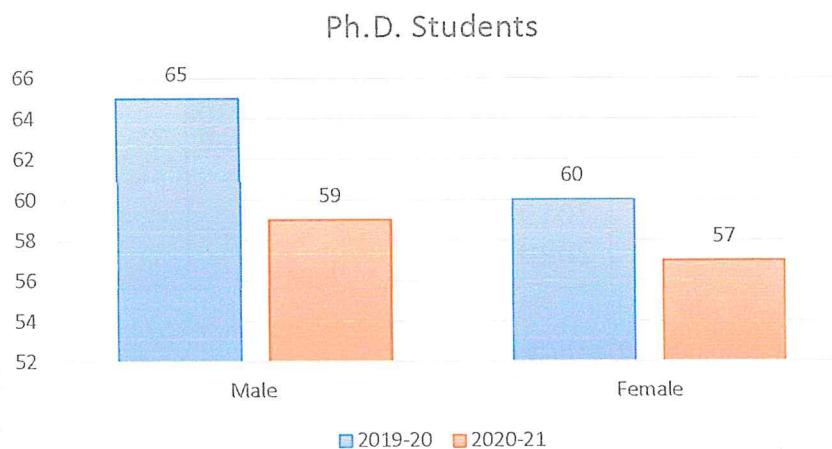
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Details of Postgraduate Students for 2018-19 to 2020-21

3. Ph.D. Students:

Ph.D. Students			
Sr. No.	Years	Male	Female
1	2019-20	65	60
2	2020-21	59	57



Details of Ph.D. for 2018-19 to 2020-21

Key Observations:

- Across all academic years, there is a consistent pattern of male students outnumbering female students in undergraduate programs. However, there has been a steady increase in the number of female undergraduate students from 2018-19 to 2020-21, indicating efforts towards gender balance.
- In the postgraduate student category, while male students outnumbered female students in 2018-19 and 2019-20, there was also an increase in the number of female postgraduate students over the years.
- The Ph.D. student cohort showed a relatively balanced gender distribution in both 2019-20 and 2020-21, with a slight difference between male and female students.

Recommendations:

- 1. Recruitment and Outreach:** Implement targeted recruitment and outreach strategies to attract more female candidates, especially at the undergraduate level, to achieve gender parity.
- 2. Support Programs:** Provide support programs and resources tailored to the needs of female students to enhance their academic success and retention rates.
- 3. Mentorship Opportunities:** Establish mentorship programs to support female students in pursuing advanced degrees, such as postgraduate and Ph.D. studies.
- 4. Awareness Campaigns:** Conduct awareness campaigns to promote gender diversity and inclusivity within the university community and address any existing biases or stereotypes.

Conclusion:

The Gender Audit findings highlight the progress made and areas for improvement in promoting gender diversity and inclusivity within Khwaja Moinuddin Chishti Language University's student population. By implementing targeted interventions and creating a supportive environment, the university can strive towards achieving gender equity across all academic levels.

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ACTION TAKEN ON THE AGENDA SET IN 2019-20 MoM

2019-20 MoM



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ख्वाजा मुईनुद्दीन चिश्ती उर्दू, अरबी-फारसी विश्वविद्यालय, लखनऊ
Khwaja Moinuddin Chishti Urdu, Arabi-Farsi University, Lucknow
U.P. STATE GOVERNMENT UNIVERSITY

Minutes of Gender Audit Committee Meeting held on 16/03/2019

The meeting of Gender Audit Committee was held on 16/03/2019 at 11 am in the committee room of administrative block.

Agenda:

1. To conduct gender audit of teaching faculty, non-teaching staff & students in the session 2019-2020.
2. To discuss on the gender related facilities in the University campus.

Recommendations:

1. The committee members decided to conduct gender audit in the session 2019-2020.
2. The committee members discussed and resolved for establishment of the gender related facilities in University campus like Girls Washrooms, Girls Common Room, Sick Room, 24X7 Lady Guard facility, CCTV surveillance, etc.

Signature

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