

# **Khwaja Moinuddin Chishti Language University**


**Lucknow, U.P.**

## **Gender Audit Report**

**2021 - 2022**

Date:- 17 NOVEMBER, 2022

AUDITED BY



Prof. S. Haider Ali



Dr. Sauban Sayeed



ई० आशुतोष कुमार श्रीवास्तव  
मण्डल अभियंता  
पूर्वोत्तर रेलवे बरेली

**Independent Auditor: Er. Ashutosh Kumar Srivastava**

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## INTRODUCTION

In the academic year 2021-22, Khwaja Moinuddin Chishti Language University in Lucknow, Uttar Pradesh remained resolute in its dedication to advancing gender equality within the institution through the continued implementation of the Gender Audit process. Serving as both an evaluative tool and a strategic initiative, the Gender Audit remained instrumental in assessing the university's progress towards establishing a secure and inclusive environment for all members of the community, regardless of gender.

This comprehensive audit conducted a thorough examination of various aspects of the university's operations, including policies, procedures, and cultural norms. Its aim was to identify areas for improvement while reinforcing existing strengths. Through meticulous analysis, the university aimed to address any disparities or challenges hindering gender equality, while simultaneously fostering initiatives that promote diversity and inclusivity.

The Gender Audit not only provided valuable insights into the university's current standing but also acted as a catalyst for the development of targeted interventions and programs aimed at furthering gender equality. By engaging stakeholders from all corners of the institution, including students, faculty, and administrative staff, the audit process facilitated collaboration and constructive dialogue, leading to tangible progress.

By steadfastly adhering to the Gender Audit, Khwaja Moinuddin Chishti Language University reaffirmed its unwavering commitment to creating an environment where individuals of all gender identities can thrive. This proactive and reflective approach underscored 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 2021-22, Khwaja Moinuddin Chishti Language University in Lucknow, Uttar Pradesh persisted in its rigorous Gender Audit initiative, aiming to comprehensively assess the integration of gender considerations and fairness across its policies, procedures, and cultural framework. This exhaustive evaluation was not only focused on identifying areas of strength but also aimed to address barriers hindering gender equality within the university.

With a steadfast commitment to inclusivity, stakeholders from diverse backgrounds actively participated in constructive dialogues to explore gender-related issues and develop strategies for fostering a more inclusive environment across all facets of university operations. This collaborative approach fostered a culture of introspection and proactive engagement, inviting engagement from students, faculty, and administrative personnel alike.

The Gender Audit remained a pivotal tool for the university to critically evaluate its progress towards gender equality, emphasizing the importance of cultivating a supportive and respectful atmosphere for all community members. By highlighting achievements and areas for improvement, this process empowered the university to implement targeted measures and initiatives aimed at promoting greater gender integration and equity.



Through its holistic approach, Khwaja Moinuddin Chishti Language University reaffirmed its dedication to advancing gender equality and fostering inclusivity, reinforcing its position as an institution committed to advocating social justice and embracing diversity within the academic realm.

### **AREAS OF CONCENTRATION**

In the academic year 2021-22, Khwaja Moinuddin Chishti Language University in Lucknow, Uttar Pradesh pursued several strategic objectives aimed at advancing gender equality within the institution:

1. Integrating gender perspectives into the university's goals, strategic endeavours, and financial planning to promote inclusivity and equity systematically.
2. Enhancing staff members' gender-related competencies through tailored professional development opportunities and assessments.
3. Improving the management of gender-related information and knowledge to facilitate informed decision-making processes.
4. Reviewing systems of accountability and oversight to ensure gender parity and foster a fair and inclusive environment.
5. Promoting gender balance in recruitment practices and workplace policies, with a focus on sensitivity to gender dynamics.
6. Addressing institutional culture to cultivate an environment conducive to advancing gender parity and fostering inclusivity across the university community.

### **DEDICATION TO FAIRNESS**

In line with its dedication to fairness and ensuring equal opportunities, Khwaja Moinuddin Chishti Language University is committed to delivering high-quality education to every student, irrespective of their socio-economic circumstances. To uphold this pledge, the university undertook proactive measures by initiating the Gender Audit in the academic year 2021-22. This strategic initiative aimed to pinpoint areas necessitating improvement and promote inclusivity across both academic and administrative structures.

### **GENDER AWARENESS**

1. Khwaja Moinuddin Chishti Language University, located in Lucknow, Uttar Pradesh, has been dedicated to enhancing female enrolment across its varied academic programs consistently.
2. Through diverse avenues like seminars, workshops, debates, street performances, and film screenings, the university actively fosters gender awareness. These initiatives aim to enlighten the university community about pressing topics such as environmental sustainability, women's rights, gender parity, and empowerment. The enthusiastic engagement of both male and female students cultivates a collaborative environment, encouraging collective efforts toward shared objectives.
3. Khwaja Moinuddin Chishti Language University has established an Internal Complaints Committee, a legally mandated entity responsible for addressing harassment complaints. This committee plays a crucial role in providing a platform for students and staff to voice concerns regarding harassment.

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incidents, ensuring that formal procedures are followed to effectively resolve such issues.

4. The university actively encourages participation in extracurricular activities, offering diverse avenues for student involvement and personal growth.

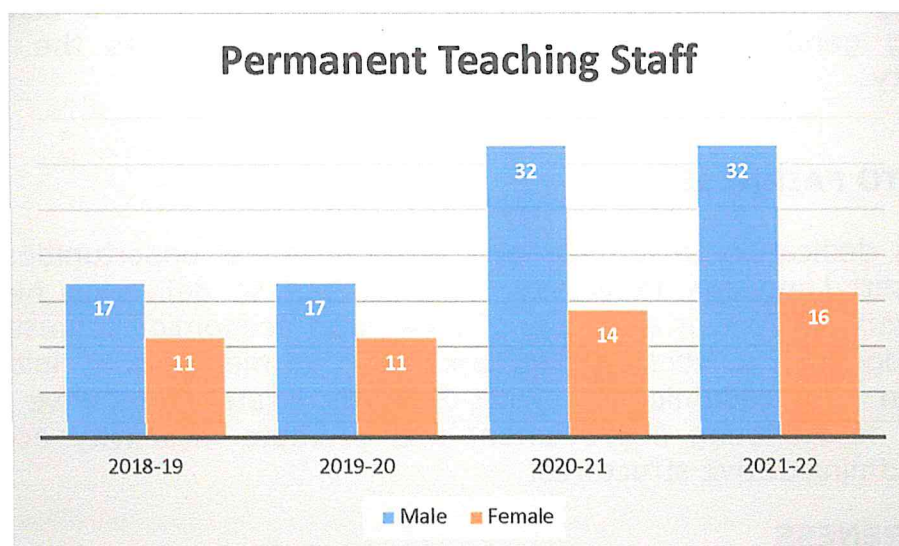
## **FACULTY AND STAFF**

Gender Audit Report for Khwaja Moinuddin Chishti Language University, Lucknow, Uttar Pradesh (2018-19 to 2021-22).

The Gender Audit conducted at Khwaja Moinuddin Chishti Language University for the academic years 2018-19 to 2021-22 aimed to evaluate the gender distribution and dynamics among teaching and non-teaching staff. The following details present the gender composition within these staff categories over the specified period:

### **1. Permanent Teaching Staff**

<b>Permanent Teaching Staff</b>			
<b>Sr. No.</b>	<b>Years</b>	<b>Male</b>	<b>Female</b>
1	2018-19	17	11
2	2019-20	17	11
3	2020-21	32	14
4	2021-22	32	16



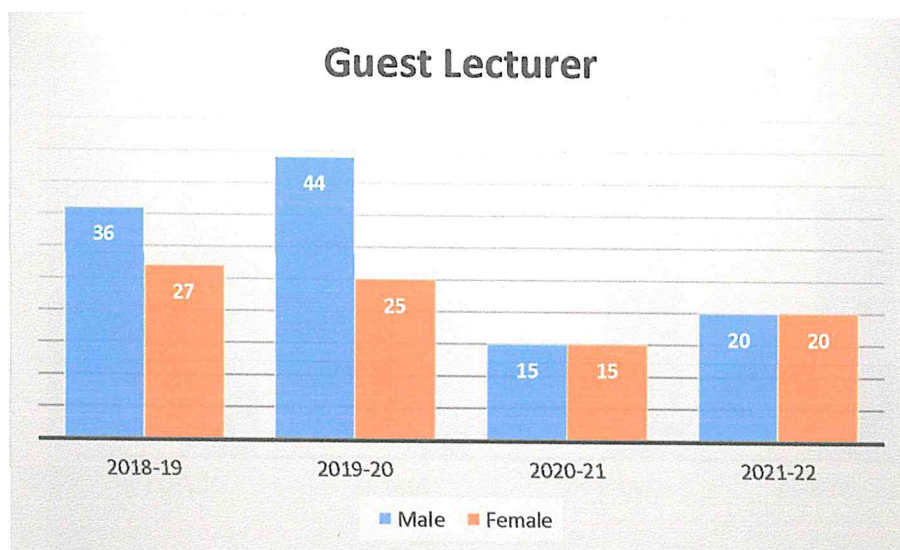
**Details of Permanent Teaching Staff for 2018-19 to 2021-22**

### **2. Guest Lecturer**

<b>Guest Lecturer</b>			
<b>Sr. No.</b>	<b>Years</b>	<b>Male</b>	<b>Female</b>
1	2018-19	36	27
2	2019-20	44	25



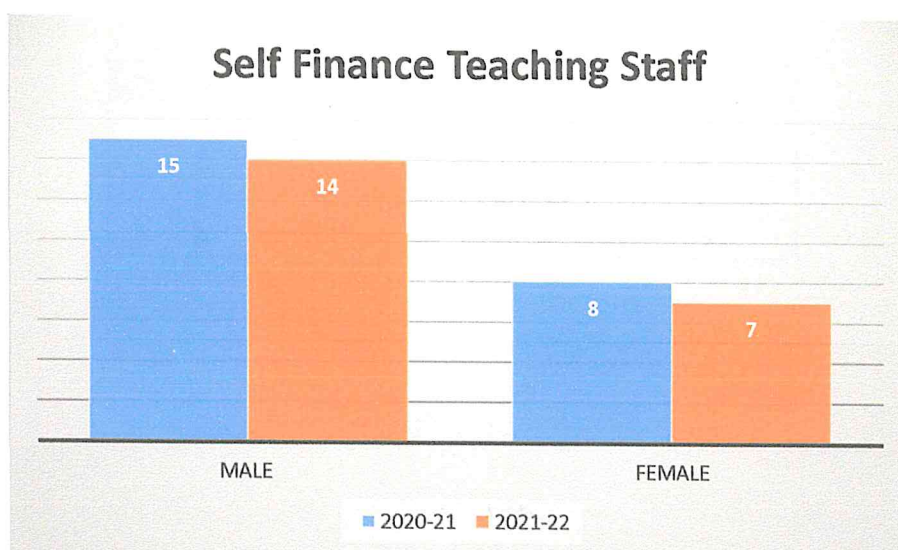
Guest Lecturer			
Sr. No.	Years	Male	Female
3	2020-21	15	15
4	2021-22	20	20



**Details of Guest Lecturer for 2018-19 to 2021-22**

### 3. Self-Finance Teaching Staff

Self-Finance Teaching Staff			
Sr. No.	Years	Male	Female
1	2020-21	15	8
2	2021-22	14	7

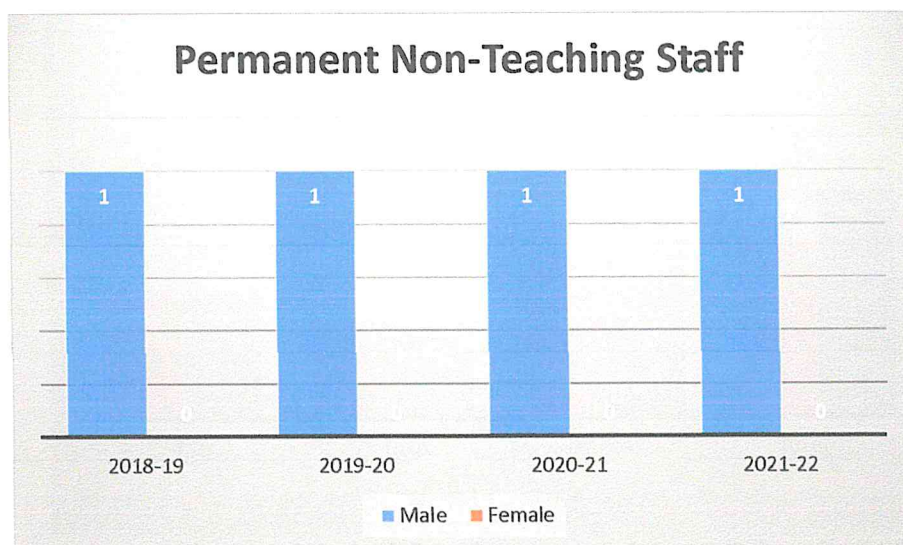


**Details of Self-Finance Teaching Staff for 2020-21 to 2021-22**

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#### 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
4	2021-22	1	0

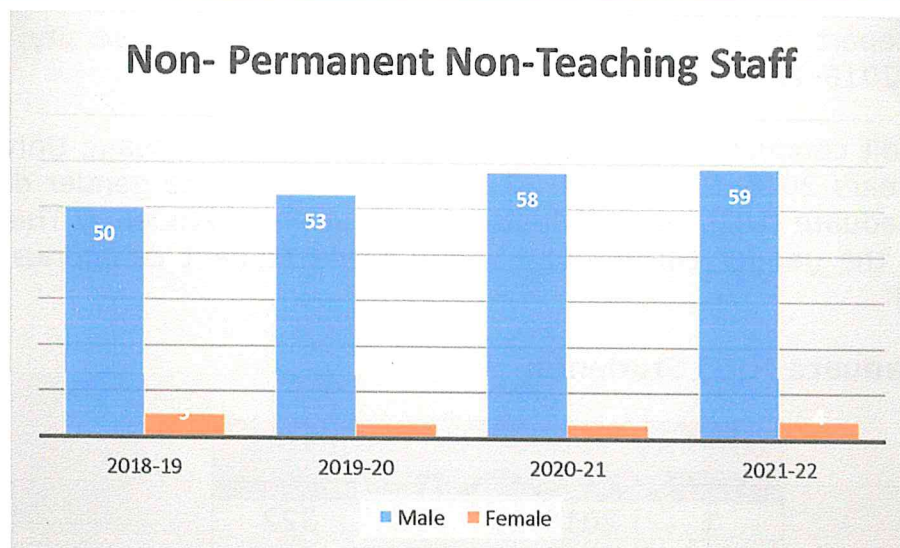


**Details of Permanent Non-Teaching Staff for 2018-19 to 2021-22**

#### 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
4	2021-22	59	4





### Details of Non-Permanent Non-Teaching Staff for 2018-19 to 2021-22

#### Key Observations:

- The number of permanent teachers increased significantly from 2018-19 to 2020-21 and further in 2021-22, with a steady increase in female teachers, indicating efforts towards gender diversity and inclusive hiring practices.
- While there was a decrease in the number of guest lecturers in 2020-21 compared to the previous year, the gender balance remained consistent.
- The number of self-finance teaching staff decreased slightly in 2021-22, with a relatively higher proportion of male staff members.
- The number of non-teaching staff remained constant over the years, with a minimal change in gender composition.

#### Recommendations:

1. **Gender-Inclusive Policies:** Continue to implement gender-inclusive policies and practices in recruitment and promotion processes to ensure equitable representation of male and female staff members.
2. **Professional Development:** Provide opportunities for professional development and career advancement for female staff members to foster gender parity in leadership positions.
3. **Awareness and Training:** Conduct awareness programs and training sessions to promote gender sensitivity and inclusivity in the workplace.
4. **Monitoring and Evaluation:** Regularly monitor and evaluate gender diversity initiatives to assess progress and identify areas for improvement.

#### Conclusion:

The Gender Audit findings highlight the progress made in promoting gender diversity and inclusivity within Khwaja Moinuddin Chishti Language University's staff. By continuing to implement targeted interventions and fostering a culture of inclusivity, the university can strive towards achieving gender equity across all staff categories.

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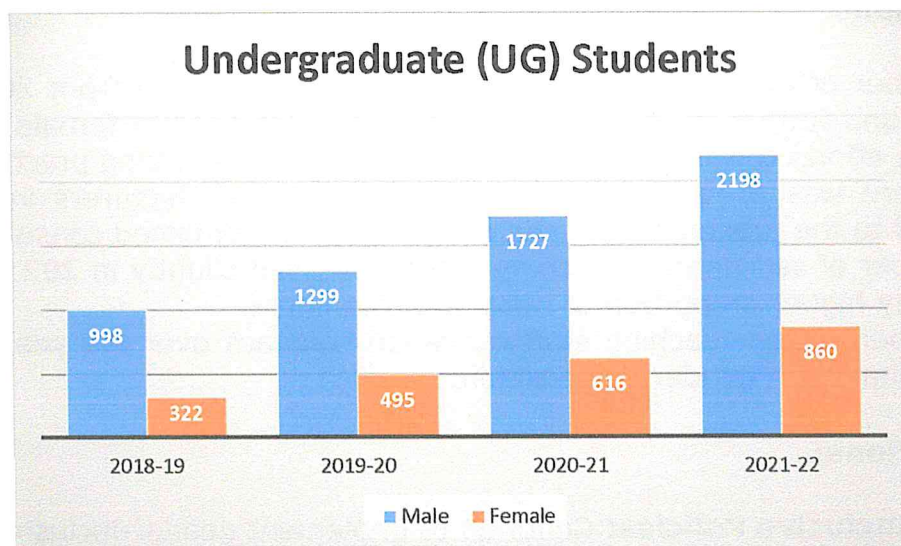
## STUDENTS

Gender Audit Report for Khwaja Moinuddin Chishti Language University, Lucknow, Uttar Pradesh (2018-19 to 2021-22).

The Gender Audit conducted at Khwaja Moinuddin Chishti Language University for the academic years 2018-19 to 2021-22 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:

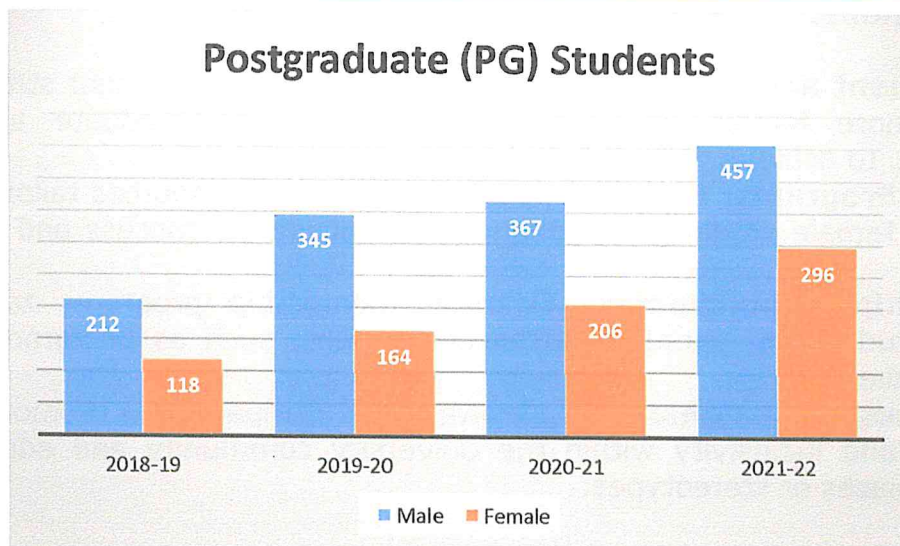
Undergraduate (UG) Students			
Sr. No.	Years	Male	Female
1	2018-19	998	322
2	2019-20	1299	495
3	2020-21	1727	616
4	2021-22	2198	860



**Details of Undergraduate Students for 2018-19 to 2021-22**

### 2. Postgraduate (PG) Students:

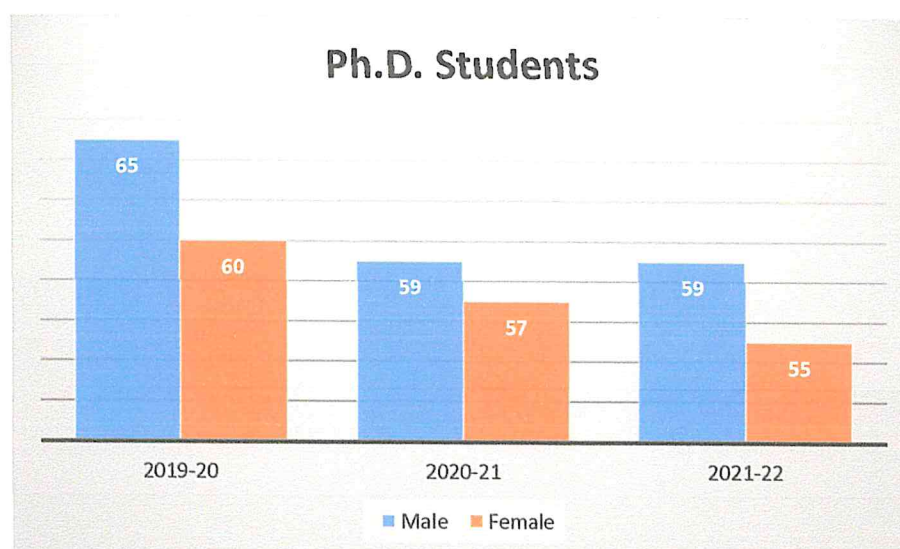
Postgraduate (PG) Students			
Sr. No.	Years	Male	Female
1	2018-19	212	118
2	2019-20	345	164
3	2020-21	367	206
4	2021-22	457	296



### Details of Postgraduate Students for 2018-19 to 2021-22

#### 3. Ph.D. Students:

Ph.D. Students			
Sr. No.	Years	Male	Female
1	2019-20	65	60
2	2020-21	59	57
3	2021-22	59	55



### Details of Ph.D. for 2018-19 to 2021-22

#### Key Observations:

The number of undergraduate students increased steadily over the years, with both male and female students showing an upward trend. However, there is a noticeable increase in female undergraduate students, indicating progress towards gender balance.

In the postgraduate student category, both male and female students exhibited an increase over the years, with a higher proportion of male students.

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The number of Ph.D. students remained relatively stable, with a slight decrease in both male and female students in 2021-22 compared to previous years.

### Recommendations:

- 1. Recruitment and Outreach:** Implement targeted recruitment strategies to attract more female candidates, especially in postgraduate and Ph.D. programs, 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.

## ACTION TAKEN ON THE AGENDA SET IN 2020-21 MoM

2020-21 MoM



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U.P. STATE GOVERNMENT UNIVERSITY  
(Recognised Under Section 2(f) & 12(B) of the UGC Act, 1956 & B.Tech Approved by AICTE)

### Minutes of Gender Audit Committee Meeting held on 20/03/2020

The meeting of Gender Audit Committee was held on 20/03/2020 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 2020-2021.
2. To discuss on the capacity of hostel rooms in the University.

#### Recommendations:

1. The committee members decided to conduct gender audit of the session 2020-2021.
2. The committee members discussed on the capacity of hostel rooms in the University and resolved to increase the capacity to double bed residence from single bed residence per room.

#### Signature

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

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

(Dr. Sauban 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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## Action Taken Report (On 2020-21 MoM)



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ख्वाजा मुईनुद्दीन चिश्ती भाषा विश्वविद्यालय, लखनऊ, उत्तर प्रदेश (भारत)  
Khwaja Moinuddin Chishti Language University, Lucknow, U.P. (India)

U.P. STATE GOVERNMENT UNIVERSITY  
(Recognised Under Section 2(f) & 12(B) of the UGC Act, 1956 & B.Tech Approved by AICTE)

Date: 15/12/2020

### ACTION TAKEN REPORT

With reference to the minutes of the Gender Audit Committee conducted on 20<sup>th</sup> March, 2020, the Gender Audit for the session 2020- 2021 is done and report made.

The University administration allowed for the provision of double bed residence rooms in hostels; thereby increasing the capacity of hostel rooms to double bed residence from single bed residence per room.

#### Signature

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## MINUTES OF MEETING OF GENDER AUDIT COMMITTEE (2020-21)



ख्वाजा मुईनुद्दीन चिश्ती भाषा विश्वविद्यालय, लखनऊ, उत्तर प्रदेश (भारत)  
Khwaja Moinuddin Chishti Language University, Lucknow, U.P. (India)



### Minutes of Gender Audit Committee Meeting held on 17/03/2021

The meeting of Gender Audit Committee was held on 17/03/2021 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 2021-2022.
2. To discuss on the condition of connecting road from Sitapur-Hardoi Bypass Road to the University campus.
3. To discuss on the condition of street lights inside the University premises and on the connecting road from Sitapur-Hardoi Bypass Road to the University campus.


#### Recommendations:


1. The committee members decided to conduct gender audit in the session 2021-2022.
2. The committee members discussed on the bad condition of connecting road from Sitapur-Hardoi Bypass Road to University campus and resolved for a letter to be sent from the University administration to the concerned authority.
3. The members resolved for arrangement of LED street lights in the campus for better visibility during the nights. It was also resolved that the concerned authorities for street lights on connecting road from Sitapur-Hardoi Bypass Road to the University campus will be contacted.


#### Signature

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

  
(Mr. Shabih Haider)  
Accountant  
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