

Khwaja Moinuddin Chishti Language University

Lucknow, U.P.

Gender Audit Report

2022 - 2023

Date: 22 NOVEMBER, 2023

AUDITED BY



Prof. S. Haider Ali



Dr. Sauban Sayeed



Independent Auditor: Er. Ashutosh Kumar Srivastava



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Chishti Language University in
commitment to advancing gender
implementation of the Gender
and a strategic initiative, the
beginning the university's journey
for all community members,

on of various aspects of the
cultures to cultural norms. Its
improvement while reinforcing
university aimed to address any
while concurrently fostering

into the university's current
set of targeted interventions
engaging stakeholders from
administrative staff, the audit
dialogue, resulting in tangible

Moinuddin Chishti Language
cultivating an environment
this proactive and reflective
mission to nurture a culture
academic community.

Chishti Language University
pursuit of gender equality
Audit initiative. This ongoing
the integration of gender
policies, procedures, and cultural
based on identifying strengths
equality within the institution.

stakeholders from diverse
to delve into gender-related
inclusive environment across all
fostered a culture of introspection
from students, faculty, and

A tool for the university to
emphasizing the importance
all community members, this
implemented measures and initiatives

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aimed at promoting greater gender integration and equity.

Through its holistic approach, Khwaja Moinuddin Chishti Language University reaffirmed its commitment to advancing gender equality and fostering inclusivity, consolidating its position as an institution dedicated to championing social justice and embracing diversity within the academic sphere.

AREAS OF CONCENTRATION

During the academic year 2022-23, Khwaja Moinuddin Chishti Language University in Lucknow, Uttar Pradesh pursued various strategic objectives to further advance gender equality within the institution:

1. Embedding gender perspectives into the university's objectives, strategic initiatives, and financial planning processes systematically to foster inclusivity and equity.
2. Strengthening staff members' proficiency in gender-related matters through customized professional development opportunities and evaluations.
3. Enhancing the management of gender-related information and knowledge to facilitate well-informed decision-making processes.
4. Evaluating systems of accountability and oversight to uphold gender parity and nurture a fair and inclusive environment.
5. Advocating for gender balance in recruitment practices and workplace policies, with a keen awareness of gender dynamics.
6. Cultivating an institutional culture that supports gender parity and fosters inclusivity throughout the university community.

DEDICATION TO FAIRNESS

Aligned with its commitment to equity and providing equitable opportunities, Khwaja Moinuddin Chishti Language University remains steadfast in its dedication to delivering top-tier education to all students, regardless of their socio-economic backgrounds. In the academic year 2022-23, the university continues to take proactive steps by launching the Gender Audit. This strategic endeavor is aimed at identifying areas requiring enhancement and fostering inclusivity across both academic and administrative frameworks.

GENDER AWARENESS

1. Khwaja Moinuddin Chishti Language University, situated in Lucknow, Uttar Pradesh, has consistently shown dedication to increasing the enrolment of female students across its diverse academic programs.
2. Employing a variety of platforms such as seminars, workshops, debates, street performances, and film screenings, the university actively promotes gender awareness. These initiatives aim to educate the university community on crucial 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 toward common goals.
3. Khwaja Moinuddin Chishti Language University has established an Internal Complaints Committee, a legally mandated body tasked with addressing harassment complaints. This committee plays a vital role in providing a platform for students and staff to voice concerns regarding incidents of

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harassment, ensuring that formal procedures are followed to effectively address such matters.

4. The university promotes participation in extracurricular activities, providing various opportunities for student involvement and personal development.

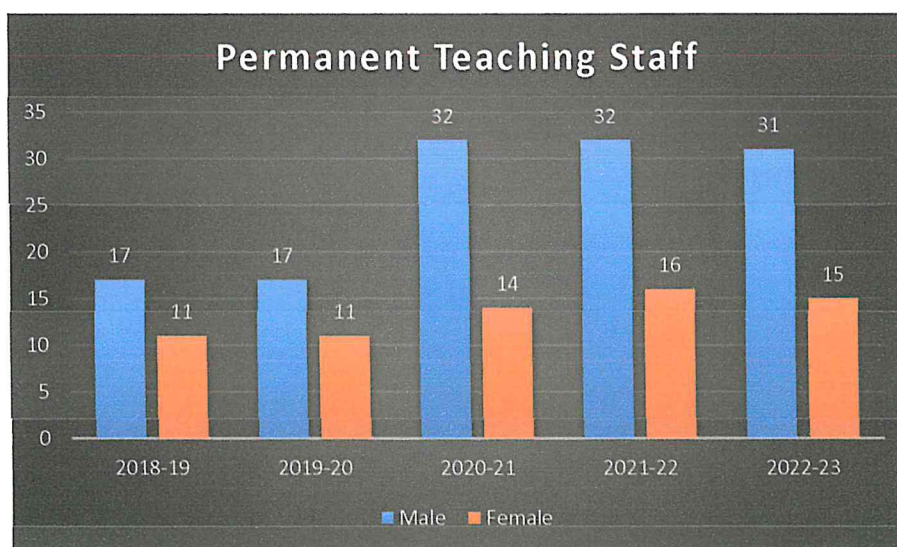
FACULTY AND STAFF

Gender Audit Report for Khwaja Moinuddin Chishti Language University, Lucknow, Uttar Pradesh (2018-19 to 2022-23).

The Gender Audit conducted at Khwaja Moinuddin Chishti Language University for the academic years 2018-19 to 2022-23 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

Permanent Teaching Staff			
Sr. No.	Years	Male	Female
1	2018-19	17	11
2	2019-20	17	11
3	2020-21	32	14
4	2021-22	32	16
5	2022-23	31	15

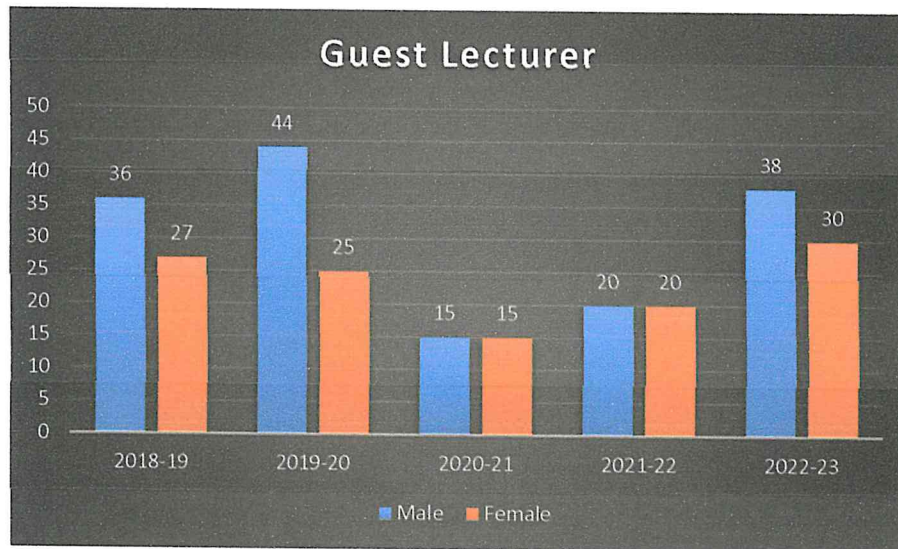


Details of Permanent Teaching Staff for 2018-19 to 2022-23

2. Guest Lecturer

Guest Lecturer			
Sr. No.	Years	Male	Female
1	2018-19	36	27

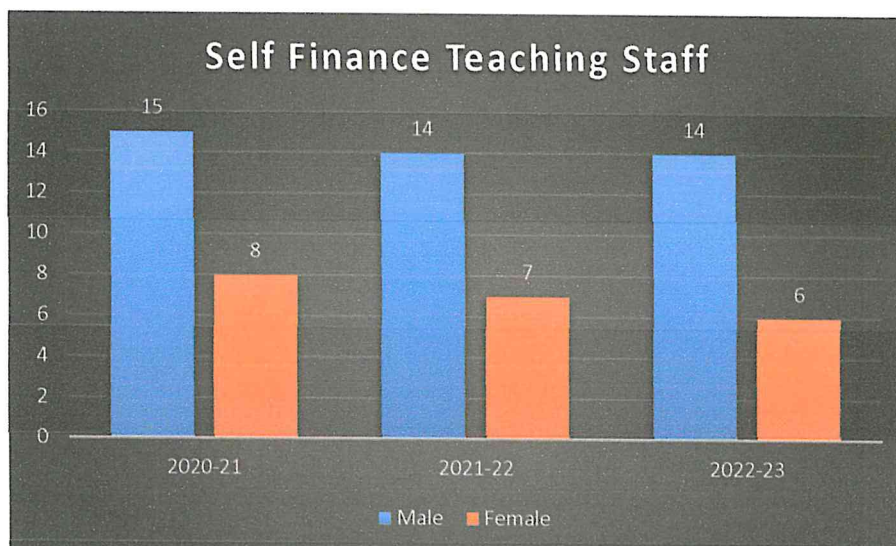
Guest Lecturer			
Sr. No.	Years	Male	Female
2	2019-20	44	25
3	2020-21	15	15
4	2021-22	20	20
5	2022-23	38	30



Details of Guest Lecturer for 2018-19 to 2022-23

3. Self-Finance Teaching Staff

Self-Finance Teaching Staff			
Sr. No.	Years	Male	Female
1	2020-21	15	8
2	2021-22	14	7
3	2022-23	14	6

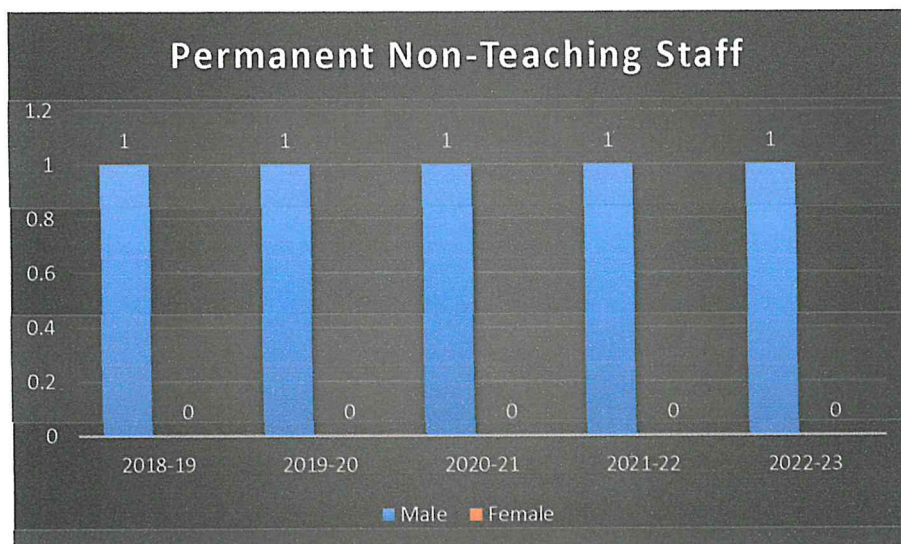


Details of Self-Finance Teaching Staff for 2020-21 to 2022-23

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4. Permanent Non-Teaching Staff

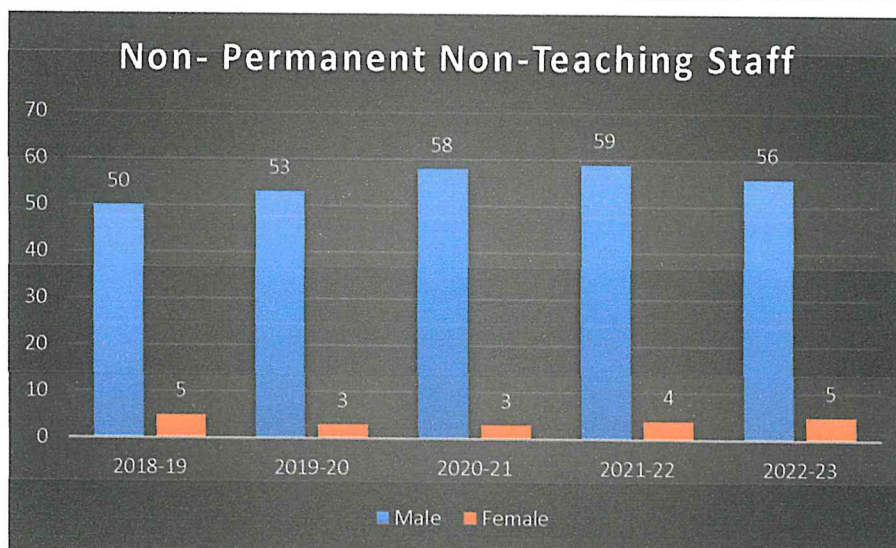
Permanent Non-Teaching Staff			
Sr. No.	Years	Male	Female
1	2018-19	1	0
2	2019-20	1	0
3	2020-21	1	0
4	2021-22	1	0
5	2022-23	1	0



Details of Permanent Non-Teaching Staff for 2018-19 to 2022-23

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
5	2022-23	56	5



Details of Non-Permanent Non-Teaching Staff for 2018-19 to 2022-23

Key Observations:

1. The number of permanent teachers has fluctuated slightly over the years, with a gradual increase in both male and female teachers. However, there has been a consistent effort to maintain a gender-balanced teaching staff.
2. Guest lecturers have shown variability in gender composition, with an increase in female representation in 2022-23, indicating efforts towards gender diversity.
3. The number of self-finance teaching staff has remained relatively stable, with a slightly higher proportion of male staff members.
4. Both permanent and non-permanent non-teaching staff categories have maintained a consistent gender composition over the years.

Recommendations:

1. **Gender-Inclusive Policies:** Continue to implement and reinforce gender-inclusive policies and practices in recruitment and promotion processes.
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. **Recruitment Practices:** Ensure that recruitment practices are unbiased and based on merit to encourage gender diversity across all staff categories.

Conclusion:

The Gender Audit findings underscore the university's commitment to promoting gender diversity and inclusivity within its staff. By continuing to implement targeted interventions and fostering a culture of inclusivity, Khwaja Moinuddin Chishti Language University can further enhance gender equity across all staff categories.

STUDENTS

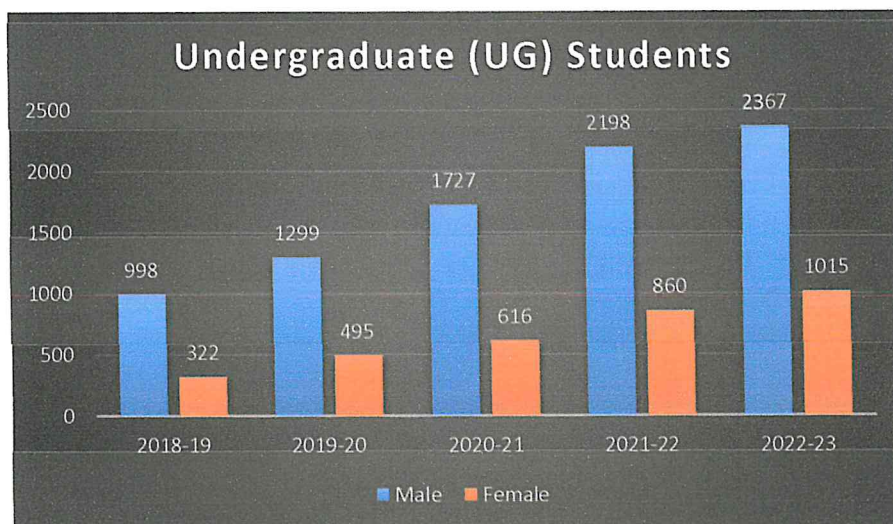
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Gender Audit Report for Khwaja Moinuddin Chishti Language University, Lucknow, Uttar Pradesh (2018-19 to 2022-23).

The Gender Audit conducted at Khwaja Moinuddin Chishti Language University for the academic years 2018-19 to 2022-23 aimed to assess the gender distribution and dynamics 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
5	2022-23	2367	1015



Details of Undergraduate Students for 2018-19 to 2022-23

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
5	2022-23	438	329

ACTION TAKEN ON THE AGENDA SET IN 2021-22 MoM

2021-22 MoM



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:

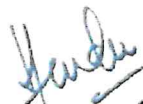
1. To conduct gender audit of teaching faculty, non-teaching staff & students in the session 2021-2022.
2. To discuss on the condition of connecting road from Sitapur-Hardoi Bypass Road to the University campus.
3. To discuss on the condition of street lights inside the University premises and on the 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
Finance Office


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


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


(Prof. Sauban Sayeed)
Chairman
Professor
Department of Urdu



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Action Taken Report (On 2021-22 MoM)



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



Date: 15/12/2021

ACTION TAKEN REPORT

With reference to the minutes of the Gender Audit Committee conducted on 17th March, 2021, the Gender Audit for the session 2018- 2019 is done and report made.

The connecting road from Sitapur-Hardoi Bypass Road to the University campus was reconstructed. The LED street lights in the University campus are placed; thereby giving good visibility. The administration has contacted the concerned authority and street lights are placed on connecting road from Sitapur-Hardoi Bypass Road to the University campus

Signature

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

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

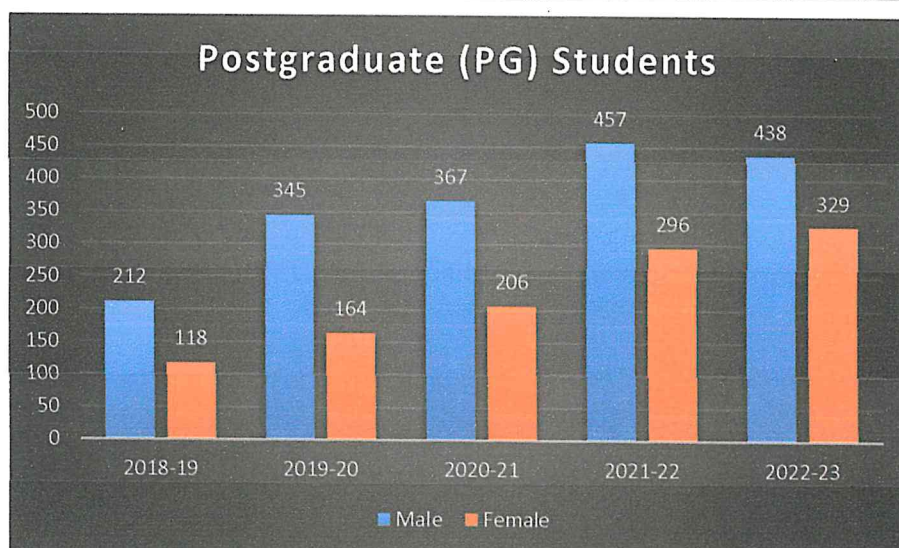
(Prof. Saubhan Sayeed)
Chairman
Professor
Department of Urdu

(Mr. Shabih Haider)
Accountant
Finance Office

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

ई० आशुतोष कुमार श्रीवास्तव
मण्डल अभियंता
पूर्वोत्तर रेलवे बरेली

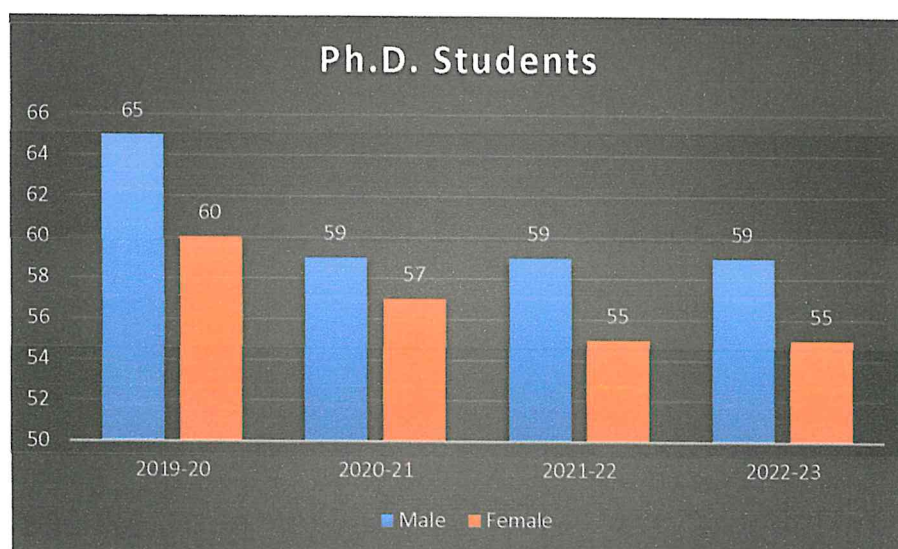
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Details of Postgraduate Students for 2018-19 to 2022-23

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
4	2022-23	59	55



Details of Ph.D. for 2018-19 to 2022-23

Key Observations:

- The number of undergraduate students has shown a consistent increase over the years, with both male and female students experiencing growth. However, there is a notable increase in female undergraduate students, indicating progress towards gender balance.
- In the postgraduate student category, both male and female students have increased, with a slightly higher proportion of male students.
- The number of Ph.D. students has remained relatively stable over the years,

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with a balanced gender distribution.

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.

THE INTERNAL COMPLAINTS COMMITTEE WAS ESTABLISHED BY KHWAJA MOINUDDIN CHISHTI LANGUAGE UNIVERSITY, LUCKNOW, UTTAR PRADESH IN FEBRUARY 2022



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



दिनांक: 28/02/2022

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 सौबान सईद (उर्दू विभाग)
2. डॉ० नलिनी मिश्रा (शिक्षाशास्त्र विभाग)
3. डॉ० सय्यद असगर हुसैन रिज़वी (यांत्रिकी अभियांत्रिकी विभाग)
4. श्री शबीह हैदर (लेखाकार, वित्त कार्यालय)
5. श्री आशुतोष श्रीवास्तव (निदेशक, जी.सी. कंसल्टेंसी सर्विसेज)


(संजय कुमार)
कुलसचिव



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LANGUAGE UNIVERSITY,
LUCKNOW

MINUTES OF MEETING OF GENDER AUDIT COMMITTEE (2022-23)



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 14/03/2022

The meeting of Gender Audit Committee was held on 14/03/2022 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 2022-2023.
2. To discuss on the issue of conveyance to the University especially for girls students and women employees.

Recommendations:

1. The committee members decided to conduct gender audit in the session 2022-2023.
2. The committee members discussed on the problem of conveyance from the main road (Sitapur-Hardoi Bypass Road) to the University as the University is situated at 1 km distance from main road and resolved for connectivity of University Campus from Sitapur-Hardoi Bypass Road through the arrangement of running of e-rickshaws especially for girls students and women staff of University.

Signature

(Dr. Syed Asghar Hussain Rizvi)
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Assistant Professor
Department of Mechanical Engineering

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

(Prof. Saubani Sayeed)
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Department of Urdu

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Accountant
Finance Office

(Mr. Ashutosh Srivastava)
Director
G C Consultancy Services



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