

GENDER AUDIT REPORT

SUMMARY

The Gender Audit conducted at ITS Engineering College, Greater Noida, by an internal team, aimed to assess gender equity and identify areas for improvement. The chosen methodology ensured comprehensive coverage of the subject matter, gathering observations and findings for each identified gender-sensitive indicator.

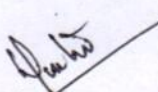
The institute provides technical education to over 2000 students, offering B. Tech and MBA programs. It attracts students from diverse regions, including U.P., Bihar, Delhi and other parts of the country. Promoting women empowerment and gender equality is given significant importance.

During the audit, it was observed that the institute has taken steps to ensure the safety and well-being of female students. Separate common rooms with adequate sanitation facilities are provided for girls. CCTV cameras are installed across the campus, enhancing security, and security guards are available round the clock.

However, the perception of infrastructure varies among respondent categories. While non-teaching staff and a large portion of the faculty express satisfaction, students demonstrate a lack of awareness regarding patrolling, hygiene, and safe spots for females. This highlights the need for better communication and awareness among students regarding existing infrastructure and safety measures.

To enhance gender equality and promote gender-neutral practices, practical recommendations are proposed. These include promoting gender-free activities in cultural events, disseminating information through induction programs and seminars, addressing concerns raised in the survey regarding patrolling, hygiene, and common room spaces for girls, conducting training programs for staff and faculty, establishing support services for female students, encouraging inclusive language and communication, promoting women's leadership, and monitoring and evaluating gender equity initiatives.

Implementing these recommendations will actively promote gender equality, raise awareness, and create an inclusive and supportive campus environment at ITS Engineering College, Greater Noida, benefiting all students.


Prof (Dr) Deepa Singh


Director
ITS Engineering College
Greater Noida

1.1 INTRODUCTION

ITS Engineering College, Greater Noida stands as a highly regarded educational institution in the Greater Noida/Delhi-NCR Region, prioritizing quality education. Recognized as one of the finest engineering and management colleges in Uttar Pradesh, ITS Engineering College, is dedicated to providing comprehensive support and resources to students, ensuring their holistic development and a solid foundation for a prosperous future. The institute offers B.Tech, and MBA. This self-financed institute holds approval from the All India Council for Technical Education (AICTE), an autonomous body under the Ministry of Human Resource Development, Government of India. Furthermore, it is affiliated with Dr. A.P.J. Abdul Kalam Technical University, Lucknow.

ITS Engineering College, Greater Noida has been recognized as one of the premier engineering colleges in Greater Noida and the Delhi NCR area. The institute has also earned a place among the top engineering and management colleges in India as per the National Institutional Ranking Framework (NIRF), issued by the Ministry of Human Resource Development, Government of India. Numerous organizations have honored the institute with awards for its excellence in engineering and management education, recognizing it as one of the top institutes in North India and Uttar Pradesh.

1.1 AUDIT OBJECTIVES

The process of teaching people about gender roles and expectations begins early in life, and it's crucial to start making changes at a young age to shape attitudes and behaviors. Schools and colleges have a significant role to play in this process because students spend a lot of time with their peers in these settings. To bring about long-term and sustainable social change, it is important to establish positive social norms in educational institutions that value gender equality and promote awareness about gender-related issues.

To ensure gender equality, as guaranteed by Article 15 of the Indian Constitution, particularly in higher education institutes where students are more mature, we can have a greater impact by actively promoting, implementing, and monitoring specific policies and procedures. These policies and procedures should challenge inequalities and create equal opportunities for people of all genders.

The University Grants Commission (UGC) has mandated that all Institutes of Higher Education (HEIs) conduct gender audits in their campuses to ensure gender neutrality of facilities and assess/monitor programs for gender sensitization. This is in line with the UGC's focus on gender equality and its commitment to making HEIs more gender-inclusive.

The objective of this report is to present the findings of the internal gender audit conducted at the premises of ITS Engineering College, Greater Noida. The audit will

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assess the following:

- The gender balance in the student body and faculty
- The availability of gender-neutral facilities on campus
- The existence of gender-sensitization programs and their effectiveness

The findings of the audit will be used to make recommendations for improving gender equality at ITS.

1.2 AUDIT METHODOLOGY

As part of the audit, we interacted with students, faculty, and non-teaching staff on the existing gender-sensitive practices and facilities. We have analyzed and presented the statistical data available with the institute, along with the findings across respondent groups, logically for a meaningful evaluation. This will help us identify any lagging areas and discover opportunities for improvement and further refinement.

2.1 OBSERVATIONS

Based on the chosen methodology, we have gathered observations and findings for each identified gender-sensitive indicator. This approach ensures that we address all independent, but interconnected aspects of this audit, providing clarity and comprehensive coverage of the subject matter.

The institute provides technical education in various disciplines to over 1000 students. It offers programs such as B.Tech in different engineering streams and M.B.A. In addition to catering to students from eastern U.P, the institute also attracts a significant number of students from diverse regions including other regions of U.P., Bihar as well as Delhi.

The Gender Distribution Tables are as follow:

Table 1: Gender Distribution in the Campus – Male and Female Faculty Members

Academic Year	Total	Male	Female	Male %	Female %
2022-23	89	60	29	67.41	32.58
2021-22	83	48	35	57.83	42.16
2020-21	93	60	33	64.51	35.48
2019-20	105	67	38	63.80	36.19
2018-19	105	75	30	71.42	28.57

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Table 2: Gender Distribution in the Campus – Male and Female Staff Members

Academic Year	Total	Male	Female	Male %	Female %
2022-23	111	96	15	86.48	13.51
2021-22	96	77	19	80.20	19.79
2020-21	102	83	19	81.37	18.62
2019-20	120	100	20	83.33	16.66
2018-19	128	106	22	82.81	17.18

Table 3: Gender Distribution in the Campus – Female and Male Students

Academic Year	Total	Male	Female	Male %	Female %
2022-23	1287	1110	177	86.24	13.75
2021-22	1264	1094	170	86.55	13.44
2020-21	1255	1081	174	86.13	13.86
2019-20	1500	1317	183	87.8	12.2
2018-19	1636	1434	202	87.65	12.34

It is very noteworthy to mention that there are – 3 women Professors, 2 Associate Professors and 25 Assistant Professors. Some women are holding key administrative positions in the institute. During the physical verification, several facilities were observed to ensure the safety and well- being of the students, particularly the female students, considering their substantial presence on campus. The following salient facilities, including those related to safety, were found to be in place:

- Common Rooms: Separate common rooms are provided for girls, equipped with adequate sanitation facilities to cater to their needs.
- CCTV Cameras: A good number of CCTV cameras are installed at prominent locations across the campus, enhancing surveillance and security measures.

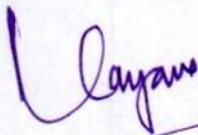
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ITS Engineering College
Greater Noida

- Security Guards: The campus employs adequate number of security guards who are available round the clock (24x7) to ensure the safety and security of the students.

2.2 RECOMMENDATIONS

Based on the insights gathered from the observations, the following practical recommendations are suggested to enhance awareness on gender equality and demonstrate gender-neutral practices with greater visibility and outreach in the ongoing activities of the college:

- Promote greater gender-free activities and competitions in cultural events. Encourage participation from all genders and create an inclusive environment that values diversity.
- Foster information dissemination on gender sensitization and equality through various channels such as induction programs, seminars, debates/quiz competitions, and newsletters. These platforms can educate and engage students on the importance of gender equality.
- Conduct regular training programs and workshops to sensitize the staff and faculty members about gender equity, gender biases, and the importance of creating an inclusive and supportive environment for all students.
- Establish support services specifically tailored to address the needs and concerns of female students, such as counseling services, mentorship programs, and career guidance initiatives.
- Encourage the use of inclusive language and communication practices that avoid reinforcing gender stereotypes and promote respect for all genders.
- Promote opportunities for women's leadership and active participation in student organizations, clubs, and extracurricular activities. Provide support and resources to help women develop their skills and pursue leadership roles.
- Continuously monitor and evaluate the progress of gender equity initiatives and policies. Collect feedback from students and stakeholders to identify areas for improvement and ensure ongoing efforts towards gender equity.


Director
ITS Engineering College
Greater Noida

Gender Audit Report (Year 2022-23)

Name of Event: Gender Audit

Date & Venue: 10th July, 2023, ICC Cell

Organized by: Team ICC, I.T.S Engineering College, Greater Noida.

1. Dr. Deepa Singh (Presiding Officer)
2. Dr. Setu Garg (Coordinator)
3. Dr. Vrinda Sachdeva (ICC Member)

Observations:

There are following observations made by team:

- The faculty, Staff, and students exhibit a substantial gender disparity, with a notably larger proportion of male members than female members. This shows that there is an uneven representation of gender among academic staff members.
- It is very noteworthy to mention that there are 3 women Professors, 2 Associate Professors and 25 Assistant Professors.
- The work environment is very supportive for female faculty members, staff members, and with female students as well.
- ITS Engineering College provides dedicated sports facilities for female students, including a well-equipped gymnasium, sports grounds or activities like basketball and volleyball to meet their needs and preferences.
- The college provides comprehensive support services through its counseling and grievance redressal mechanisms. Female students have access to their respective counselors as well as professional counselor who offer confidential support and guidance on personal, academic, or emotional concerns. Additionally, the college has established Internal Complaint Committee that address any complaints or grievances promptly and sensitively, ensuring a fair and supportive environment for all students.

Table 1: Gender Distribution in the Campus – Male and Female Faculty Members

Academic Year	Total	Male	Female	Male %	Female %
2022-23	89	60	29	67.41	32.58

Table 2: Gender Distribution in the Campus – Male and Female Staff Members

Academic Year	Total	Male	Female	Male %	Female %
2022-23	111	96	15	86.48	13.51

Table 3: Gender Distribution in the Campus – Female and Male Students

Academic Year	Total	Male	Female	Male %	Female %
2022-23	1287	1110	177	86.24	13.75

Recommandations:

Based on the insights gathered from the observations, the following practical recommendations are suggested to enhance awareness on gender equality and demonstrate gender-neutral practices with greater visibility and outreach in the ongoing activities of the college:

- Encourage more gender-neutral competitions and activities at cultural events. Promote involvement from both sexes and cultivate a welcoming atmosphere that celebrates difference.
- Promote the transmission of information on gender equality and sensitisation through a variety of platforms, including newsletters, induction programs, seminars, debates, and quiz contests. Students can learn about and become involved in the topic of gender equality through these channels.
- Organise frequent training sessions and seminars to educate teachers and staff about gender equity, gender biases, and the significance of establishing a welcoming and encouraging environment for every student.
- Create support services, such as career guidance initiatives, mentorship programs, and counselling services, that are especially designed to address the needs and concerns of female students.

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Gender Audit Report (Year 2021-22)**Name of Event: Gender Audit****Date & Venue: 11th July, 2022, ICC Cell****Organized by: Team ICC, I.T.S Engineering College, Greater Noida.**

1. Dr. Deepa Singh (Presiding Officer)
2. Dr. Setu Garg (Coordinator)
3. Dr. Renu Chaudhary (ICC Member)

Observations:

Based on the chosen methodology, we have gathered observations and findings for each identified gender-sensitive indicator. This approach ensures that we address all independent, but interconnected aspects of this audit, providing clarity and comprehensive coverage of the subject matter.

The institute provides technical education in various disciplines to over 1000 students. It offers programs such as B.Tech in different engineering streams and M.B.A.

As can be seen in the Table 1, the presence of female faculty members is comparatively lower than male faculty members. Table 2 also shows an imbalance between male and female staff members. Likewise, as per the Table 3, the gender distribution of students across the campus is imbalanced.

It is very noteworthy to mention that some of the women faculty members are holding key administrative positions in the institute.

Table 1: Gender Distribution in the Campus – Male and Female Faculty Members

Academic Year	Total	Male	Female	Male %	Female %
2021-22	83	48	35	57.83	42.16

Table 2: Gender Distribution in the Campus – Male and Female Staff Members

Academic Year	Total	Male	Female	Male %	Female %
2021-22	96	77	19	80.20	19.79

Table 3: Gender Distribution in the Campus – Female and Male Students

Academic Year	Total	Male	Female	Male %	Female %
2021-22	1264	1094	170	86.55	13.44

Recommendations:

Based on the insights gathered from the observations, the following practical recommendations are suggested to enhance awareness on gender equality and demonstrate gender-neutral practices with greater visibility and outreach in the ongoing activities of the college:

- Conduct regular pay audits to identify and address any gender-based disparities in compensation and ensure equal pay for equal work.
- Ensure equal representation of women in key decision-making bodies and committees to foster diverse perspectives and inclusive governance.
- Foster information dissemination on gender sensitization and equality through various channels such as induction programs, seminars, debates/quiz competitions, and newsletters. These platforms can educate and engage students on the importance of gender equality.
- Conduct regular training programs and workshops to sensitize the staff and faculty members about gender equity, gender biases, and the importance of creating an inclusive and supportive environment for all students.
- Develop and enforce recruitment policies that promote gender equality, including blind recruitment processes and gender diversity targets.
- Establish support services specifically tailored to address the needs and concerns of female students, such as counselling services, mentorship programs, and career guidance initiatives.
- Continuously monitor and evaluate the progress of gender equity initiatives and policies. Collect feedback from students and stakeholders to identify areas for improvement and ensure ongoing efforts towards gender equity.

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Gender Audit Report (Year 2020-21)

Name of Event: Gender Audit

Date & Venue: 13th July, 2021, ICC Cell

Organized by: Team ICC, I.T.S Engineering College, Greater Noida.

1. Dr. Setu Garg (Presiding Officer)
2. Ms. Sana Vakeel (ICC Member)
3. Dr. Renu Chaudhary (ICC Member)

Observations:

- There is a notable gender disparity among the faculty, with a significantly higher number of male faculty members compared to female faculty members. This indicates an imbalance in gender representation within the academic staff.

The following salient facilities, including those related to safety, were found to be in place:

- There is a clear and transparent criterion for promotions and provide targeted support for female faculty members for career advancement.
- The training and awareness programs are continuously held to promote a culture of inclusivity and respect for all faculty members.
- CCTV Cameras: A good number of CCTV cameras are installed at prominent locations across the campus, enhancing surveillance and security measures.
- Security Guards: The campus employs adequate number of security guards who are available round the clock (24x7) to ensure the safety and security of the students.
- Emergency Response Systems: In case of any emergencies, ITS Engineering College has established robust emergency response systems (ICC Helpline Numbers). Students can quickly reach out to concern authorities in case of distress. The college also conducts regular drills and awareness programs to educate students.

Table 1: Gender Distribution in the Campus – Male and Female Faculty Members

Academic Year	Total	Male	Female	Male %	Female %
2020-21	93	60	33	64.51	35.48

Table 2: Gender Distribution in the Campus – Male and Female Staff Members

Academic Year	Total	Male	Female	Male %	Female %
2020-21	102	83	19	81.37	18.62



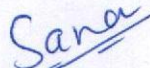
Table 3: Gender Distribution in the Campus – Female and Male Students

Academic Year	Total	Male	Female	Male %	Female %
2020-21	1255	1081	174	86.13	13.86

Recommendations:

Based on the insights gathered from the observations, the following practical recommendations are suggested to enhance awareness on gender equality and demonstrate gender-neutral practices with greater visibility and outreach in the ongoing activities of the college:

- Promote greater gender-free activities and competitions in cultural events. Encourage participation from all genders and create an inclusive environment that values diversity.
- Foster information dissemination on gender sensitization and equality through various channels such as induction programs, seminars, debates/quiz competitions, and newsletters. These platforms can educate and engage students on the importance of gender equality.
- Conduct regular training programs and workshops to sensitize the staff and faculty members about gender equity, gender biases, and the importance of creating an inclusive and supportive environment for all students.
- Establish support services specifically tailored to address the needs and concerns of female students, such as counselling services, mentorship programs, and career guidance initiatives.
- Continuously monitor and evaluate the progress of gender equity initiatives and policies. Collect feedback from students and stakeholders to identify areas for improvement and ensure ongoing efforts towards gender equity.

Gender Audit Report (Year 2019-20)

Name of Event: Gender Audit

Venue: ICC CELL

Date: 14-07-2020

Organized by: Team ICC, I.T.S Engineering College, Greater Noida.

1. Dr. Sunita Shukla (Presiding Officer)
2. Dr. Deepa Singh (ICC member)
3. Dr. Renu Chaudhary (ICC member)
4. Ms. Sana Vakeel (ICC member)

OBSERVATIONS

Based on the chosen methodology, Team members gathered and observed regarding gender-sensitisation and gender equality. The team was observing that whether the gender and its related data with respect to gender-sensitive indicator is significant or to be improved. This approach of audit ensures that the institute address all independent, but interconnected aspects of this audit, providing clarity and comprehensive coverage of the subject matter.

The institute provides technical education in various disciplines to over 2400 students. ITS offers undergraduate and post graduate programs such as B.Tech in different engineering streams and M.B.A. In addition to catering to students from eastern U.P, the institute also attracts a significant number of students from diverse regions including other regions of U.P., Bihar as well as Delhi.

It is found from the data available is that every year the ratio of female students and faculty members are less and it is imbalance. This can be evident from Tables 1, 2 and 3 given below.

Table 1: Gender Distribution in the Campus – Male and Female Faculty Members

Academic Year	Total	Male	Female	Male %	Female %
2019-20	105	67	38	63.80	36.19

Table 2: Gender Distribution in the Campus – Male and Female Staff Members

Academic Year	Total	Male	Female	Male %	Female %
2019-20	120	100	20	83.33	16.66

Table 3: Gender Distribution in the Campus – Female and Male Students

Academic Year	Total	Male	Female	Male %	Female %
2019-20	1500	1317	183	87.8	12.2

Many women members have important administrative roles in the institute. During a physical inspection, many facilities were seen that ensures the safety and well-being of the students, especially the female students, given their large numbers on campus. The following are the key safety facilities that were observed.

- Common Rooms: Separate common rooms are provided for girls, equipped with adequate sanitation facilities to cater to their needs.
- CCTV Cameras: A good number of CCTV cameras are installed at prominent locations across the campus, enhancing surveillance and security measures.
- Security Guards: The campus employs adequate number of security guards who are available round the clock (24x7) to ensure the safety and security of the students.
- ICC Cell: Separate ICC is also available to take the internal complaints.

RECOMMENDATIONS

Based on the insights gathered from the observations, the following practical recommendations are suggested to enhance awareness on gender equality and demonstrate gender-neutral practices with greater visibility and outreach in the ongoing activities of the college:

- Promote greater gender-free activities and competitions in cultural events. Encourage participation from all genders and create an inclusive environment that values diversity.

**I.T.S ENGINEERING COLLEGE
GREATER NOIDA
(A NAAC Accredited Engineering College)**

- Foster information dissemination on gender sensitization and equality through various channels such as induction programs, seminars, debates/quiz competitions, and newsletters. These platforms can educate and engage students on the importance of gender equality.
- Conduct regular training programs and workshops to sensitize the staff and faculty members about gender equity, gender biases, and the importance of creating an inclusive and supportive environment for all students.
- Establish support services specifically tailored to address the needs and concerns of female students, such as counseling services, mentorship programs, and career guidance initiatives.
- Encourage the use of inclusive language and communication practices that avoid reinforcing gender stereotypes and promote respect for all genders.
- Promote opportunities for women's leadership and active participation in student organizations, clubs, and extracurricular activities. Provide support and resources to help women develop their skills and pursue leadership roles.
- Continuously monitor and evaluate the progress of gender equity initiatives and policies. Collect feedback from students and stakeholders to identify areas for improvement and ensure ongoing efforts towards gender equity.

Sumit

Ravi

Sana

Prabhu

Gender Audit Report (Year 2018-19)

Name of Event: Gender Audit

Venue: ICC CELL

Date: 17-07-2019

Organized by: Team ICC, I.T.S Engineering College, Greater Noida.

1. Dr. Bhanumati Panda (Presiding Officer)
2. Dr. Deepa Singh (ICC member)
3. Dr. Renu Chaudhary (ICC member)
4. Ms. Sana Vakeel (ICC member)

OBSERVATIONS

Using the chosen methodology, Team has gathered observations and findings for each gender-sensitive indicator identified. This approach ensures that we address all independent but interconnected aspects of the audit, providing clarity and comprehensive coverage of the subject matter.

The institute provides technical education in various disciplines to over 2800 students. ITS offers programs such as B.Tech in different engineering streams and M.B.A. In addition to catering to students from eastern U.P, the institute also attracts a significant number of students from diverse regions including other regions of U.P., Bihar as well as Delhi.

As can be seen from the Tables 1, 2 and 3 the presence of female members are comparatively lower than male faculty members.

Table 1: Gender Distribution in the Campus – Male and Female Faculty Members

Academic Year	Total	Male	Female	Male %	Female %
2018-19	105	75	30	71.42	28.57

Table 2: Gender Distribution in the Campus – Male and Female Staff Members

Academic Year	Total	Male	Female	Male %	Female %
2018-19	128	106	22	82.81	17.18

Table 3: Gender Distribution in the Campus – Female and Male Students

Academic Year	Total	Male	Female	Male %	Female %
2018-19	1636	1434	202	87.65	12.34

During the physical verification, several facilities were observed to ensure the safety and well-being of the students, particularly the female students, considering their substantial presence on campus. The following salient facilities, including those related to safety, were found to be in place:

- Common Rooms: Separate common rooms are provided for girls, with adequate sanitation facilities to meet their needs.
- CCTV Cameras: Numerous CCTV cameras are installed at key locations around the campus, improving surveillance and security.
- Security Guards: The campus employs adequate number of security guards who are available round the clock (24x7) to ensure the safety and security of the students.
- ICC Cell: Separate ICC is also available to take the internal complaints.

RECOMMENDATIONS

Based on what we have seen, here are some easy ways to improve understanding of gender equality and show gender-neutral practices more clearly in the college's activities:

- Disseminate information on gender sensitization and equality through various channels such as induction programs, seminars, debates/quiz competitions, and newsletters to educate and engage students on the importance of gender equality.
- Promote activities and competitions in cultural events that are open to all genders, encouraging participation and creating an inclusive environment that respects and values diversity.
- Conduct regular training programs and workshops to sensitize staff and faculty members about gender equity, biases, and the importance of creating an inclusive and supportive environment for all students.
- Establish support services tailored to the needs and concerns of female

students, such as counselling services, mentorship programs, and career guidance initiatives.

- Encourage the use of inclusive language and communication practices that avoid reinforcing gender stereotypes and promote respect for all genders.
- Promote opportunities for women's leadership and active participation in student organizations, clubs, and extracurricular activities. Provide support and resources to help women develop their skills and pursue leadership roles.
- Continuously monitor and evaluate the progress of gender equity initiatives and policies, collecting feedback from students and stakeholders to identify areas for improvement and ensure ongoing efforts towards gender equity.

Bhauvrat
Renu

Sana

Prachi