



PRESIDENCY UNIVERSITY

Established under Section 2(f) of UGC Act, 1956 | Presidency University Act, 2013 of the Karnataka Act No. 41 of 2013
Bengaluru



GENDER AUDIT REPORT

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INTRODUCTION OF THE INSTITUTION:

Presidency Group of Institutions (PGI), along with the University, constitutes 7 Schools and a College. While the college offers programmes to students at both the undergraduate and postgraduate levels in information technology, commerce, management and journalism, the schools offer National and International Boards of Studies. Presidency College, located in Bengaluru, has been re-accredited by NAAC with 'A+' . The postgraduate MBA programme at Presidency College is approved by the AICTE, Delhi. Within a short span of three decades, PGI has created a niche for itself as one of the top-notch institutions in Bengaluru. Recently, Presidency Group of Institutions (PGI) was bestowed with the "Most Promising Institute in South India" award at the British South India Council of Commerce and Business Meet 2014.

The latest venture of the group Presidency University is a testimony to the fact that the group has almost over three decades of experience in education from K to 12 to Higher Education. Presidency University aspires to be among the best universities in the world in the shortest span possible, with focus on innovative and research oriented teaching methodology, state-of-the-art facilities, industry-friendly curriculum with concrete action plans and an unwavering commitment to the pursuit of excellence.

PRESIDENCY UNIVERSITY

Presidency University's vision is to be a world-class University. We believe in nurturing talent amongst all those who enter our portals. Through this close nurturing of talent and skills in each individual, we aim to transform students to become successful professionals and responsible citizens. We accomplish all these through excellence in teaching, best in pedagogy borrowed from the world, an efficient research and study cell, and service and community development in focus. Our commitment is towards shaping lives of students through scholarly exposure, pedagogy and learning and that which contributes to making the youth future ready for the world at large.

PRESIDENCY LOGO



Just as a bird nestles itself in its nest until its young ones are fashioned for flight, so does Presidency afford sustenance to all those aspirants who enter the portals of the University with food for thought, action, scholarly pursuit intermixed with ethics and moral values. Like the flight of the birds, students go out into the world soaring to greater heights of accomplishments in life.



THE PROMOTING BODY

A.H. Memorial Educational Trust, which is the promoting body of Presidency University, runs and manages a matrix of Schools, Colleges and a University. It runs schools under the name and style of Presidency Schools located across Karnataka, located in Bangalore and Mangalore. The Trust is responsible for establishing Presidency College, Hebbal, Bengaluru offering Undergraduate and Postgraduate Management and Commerce programmes, a Business School and MCA and other Computer Applications programmes.

The Vision of the promoters is adequately reflected in the following vision statement of the Trust: “In a caring and positive environment, Presidency will provide education to empower our student; to recognise and optimise their full potential, to achieve personal standards of excellence in academic work as well as in supportive areas of physical, cultural and social development, inculcating civic and human values”. The Trust has set the following as its Mission given its vision above. “To empower our students to recognise and optimise their full potential, by fostering a family environment where education, social, cultural, ethical and emotional needs are addressed through a holistic programme, offered with the partnership afforded by staff, students and the community at large; to provide world – class education”.



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WHAT IS A GENDER AUDIT?

Gender Audit is an attempt to study whether the institution has a good gender balance. It tries to see whether institution follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows

AN INTERNAL AUDIT:

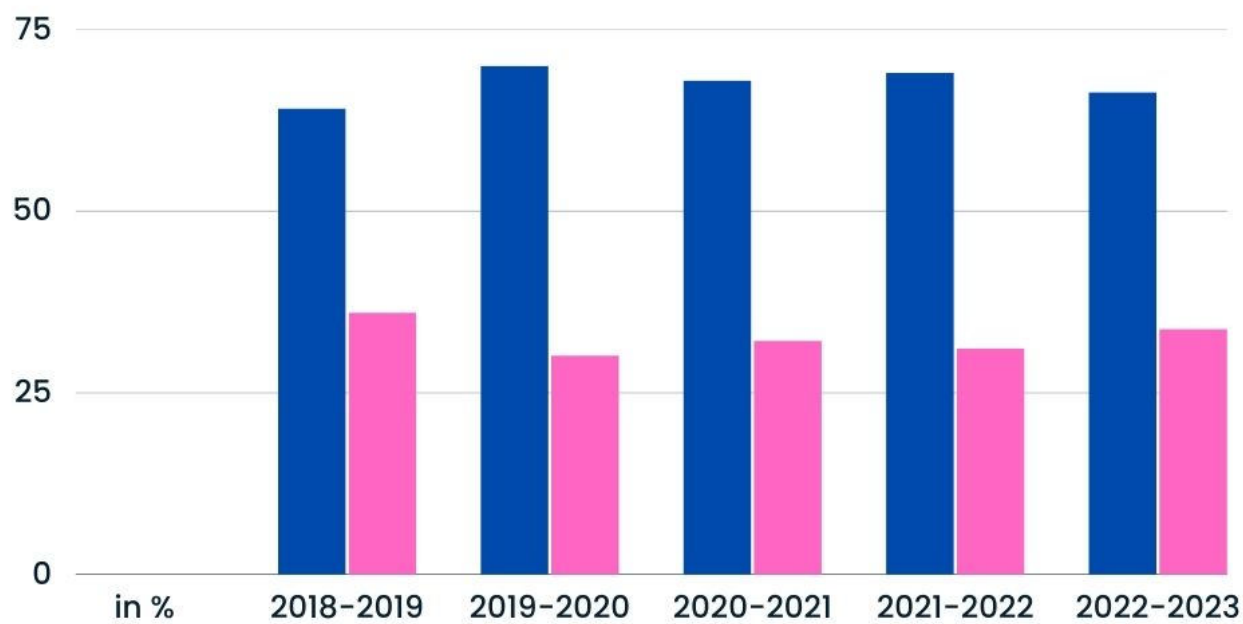
This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

AN EXTERNAL AUDIT:

This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated.

Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

GENDER WISE DETAILS OF STUDENTS IN THE UNIVERSITY- UG



MALE

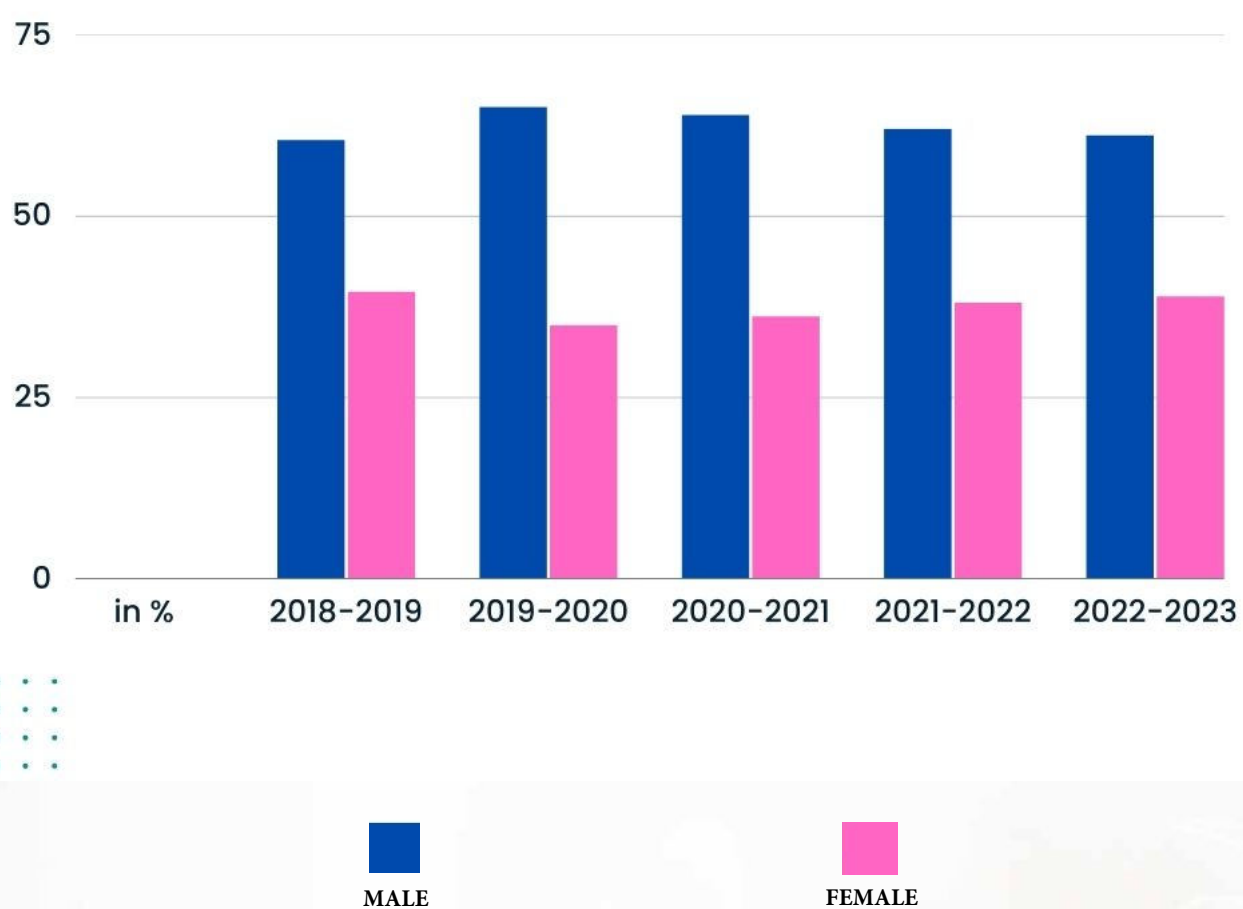
FEMALE

Students -UG		
in %	Male %	Female %
2018-2019	64.05	35.95
2019-2020	69.94	30.06
2020-2021	67.91	32.09
2021-2022	68.95	31.05
2022-2023	66.28	33.72

The above table giving gender wise details of students in the University provides the information regarding growth of students' strength in the last five years. In the year 2018-19, (35.95%) were female students (64.05%) male students. 2019-20, (30.06%) were female students (69.94%) male students. 2020-21, (32.06%) were female students (67.91%) male students. 2021-22, (31.05%) were female students (68.95%) male students. 2022-23, (33.72%) were female students (66.28%) male students.

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BANGALORE

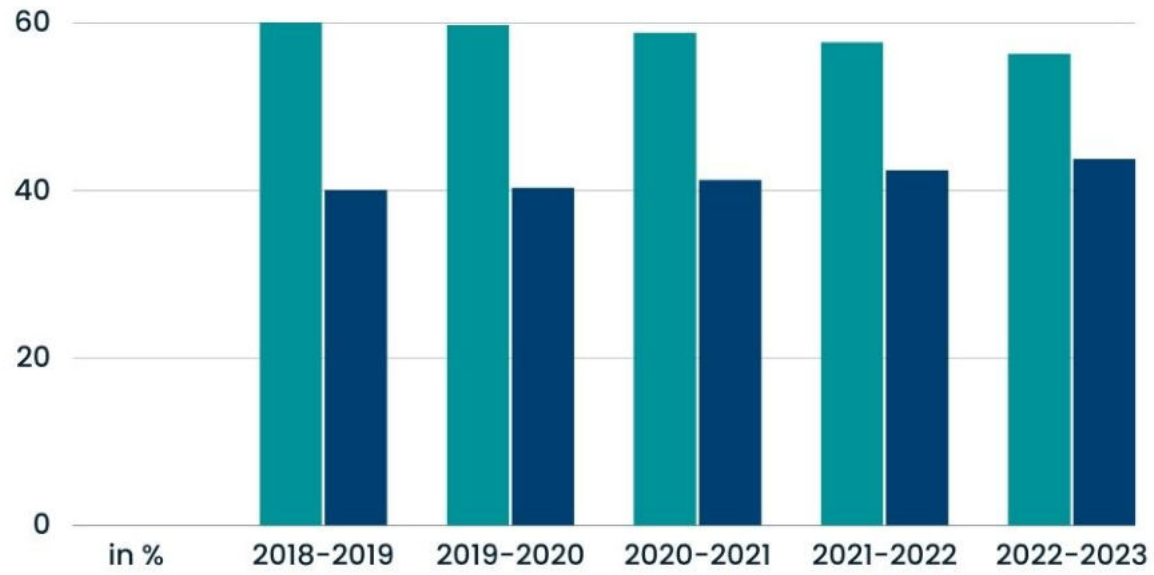
GENDER WISE DETAILS OF STUDENTS IN THE UNIVERSITY- PG



Students -PG		
in %	Male %	Female %
2018-2019	60.44	39.56
2019-2020	65.04	34.96
2020-2021	63.88	36.12
2021-2022	61.98	38.02
2022-2023	61.09	38.91

The above table giving gender wise details of students in the University provides the information regarding growth of students' strength in the last five years. In the year 2018-19, (39.56%) were female students (60.44%) male students. 2019-20, (34.96%) were female students (65.04%) male students. 2020-21, (36.12%) were female students (63.88%) male students. 2021-22, (38.02%) were female students (61.98%) male students. 2022-23, (38.91%) were female students (61.09%) male students.

GENDER WISE DETAILS OF TOTAL TEACHING STAFF IN THE UNIVERSITY



MALE



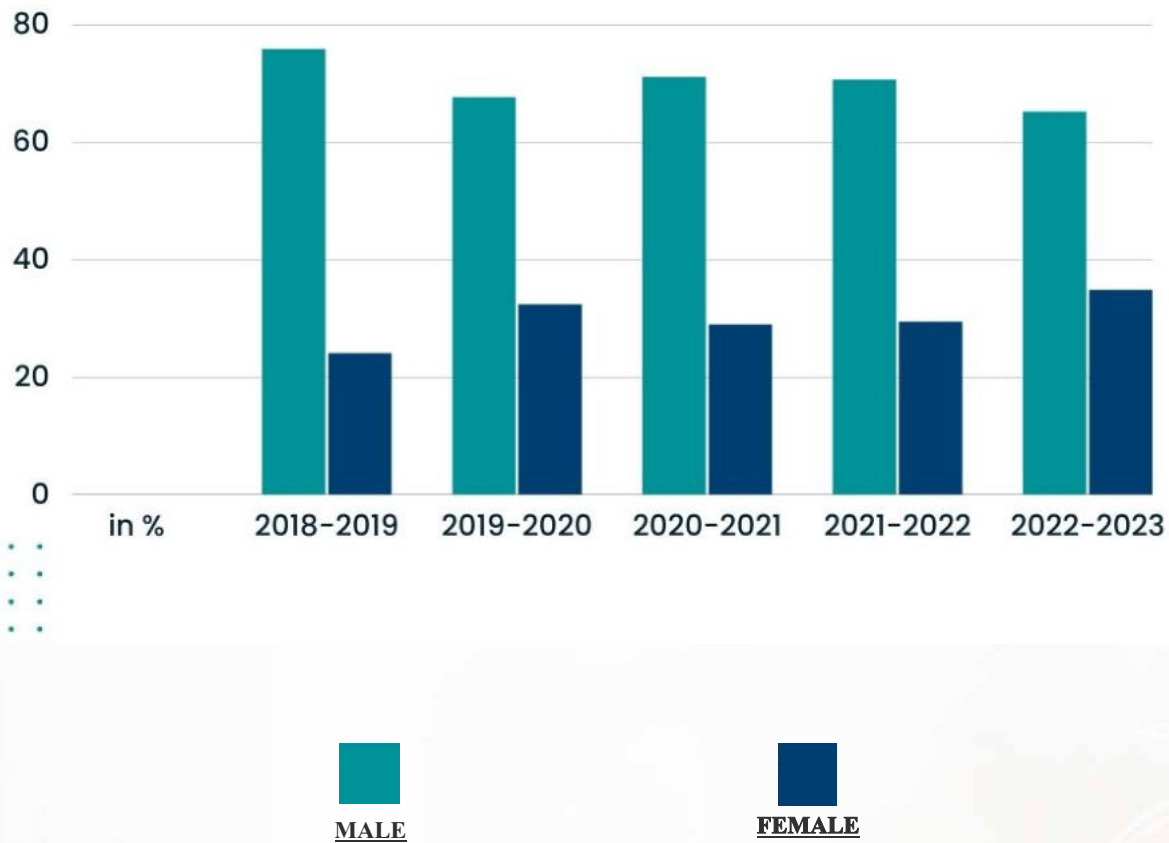
FEMALE

Teaching Faculty		
in %	Male	Female
2018-2019	60.00	40.00
2019-2020	59.71	40.29
2020-2021	58.78	41.22
2021-2022	57.62	42.38
2022-2023	56.28	43.72

The table on gender wise details of total teaching faculty in the University provides the information and growth of teaching faculty in the last five years. In the year 2018-19, (60.00%) were males and (40.00%) were females. In the year 2019-20, (59.71%) were males and (40.29%) were females. In the year 2020-21, (58.78%) were males and (41.22%) were females. In the year 2022-22, (57.62%) were males and (43.72%) were females. In the year 2012-23, (56.28%) were males and (43.72%) were females.

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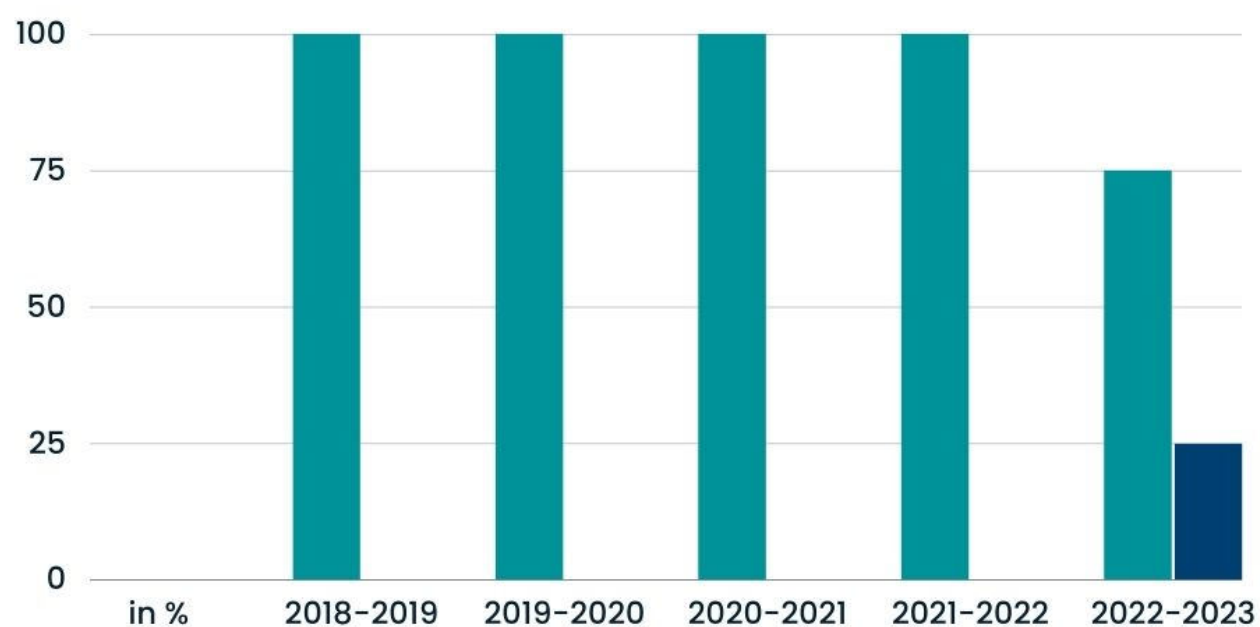
GENDER WISE DETAILS OF TOTAL NON-TEACHING STAFF IN THE UNIVERSITY



Non-Teaching		
in %	Male	Female
2018-2019	75.86	24.14
2019-2020	67.65	32.35
2020-2021	71.01	28.99
2021-2022	70.59	29.41
2022-2023	65.13	34.87

The table on gender wise details of total Non-teaching faculty in the University provides the information and growth of Non-teaching faculty in the last five years. In the year 2018-19, (75.86%) were males and (24.14%) were females. In the year 2019-20, (67.65%) were males and (32.35%) were females. In the year 2020-21, (71.01%) were males and (28.99%) were females. In the year 2021-22, (70.59%) were males and (29.41%) were females. In the year 2022-23, (65.13%) were males and (34.87%) were females.

GENDER WISE DETAILS OF TOTAL KEY-OFFICIAL NON-TEACHING IN THE UNIVERSITY



MALE

FEMALE

Key-Official Non-Teaching		
in %	Male	Female
2018-2019	100	0
2019-2020	100	0
2020-2021	100	0
2021-2022	100	0
2022-2023	75	25

The table on gender wise details of total key-official Non-teaching faculty in the University provides the information and growth of key-official Non-teaching faculty in the last five years. In the year 2018-19, (100%) were males, In the year 2019-20, (100%) were males, In the year 2020-21, (100%) were males, In the year 2021-22, (100%) , In the year 2022-23, (75%) were males and (25%) were females.

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GENDER SENSITIZATION CELL

As per UGC directions, to constitute Gender Sensitization Cell in our institution to deal with the issues of gender-based violence and to conduct gender sensitization programs. The following faculty members are nominated as the committee for Gender Sensitization Cell:

Sl.No.	Member	Designation	Membership	Mobile No	Email-id
1	Dr. Prachi Beriwala	Associate Professor, SOM	Chairperson	99724 00434	prachi.beriwala@presidencyuniversity.in
2	Ms. Renuka Bhagwat	Assistant Professor, SOE	Member	78999 18250	renuka@presidencyuniversity.in
3	Ms. Razina Ahmed	Assistant Professor, SOL	Member	76368 87376	razina.ahmed@presidencyuniversity.in
4	Ms. Shruthi Ramesh	Student Counsellor	Member Secretary	81055 98595	Shruthi.ramesh@presidencyuniversity.in

Duties and Responsibilities:

- To conduct orientation programs for new students and employees
- To sensitize the students and staff regarding Gender Discrimination and Gender Based Violence.
- To spread the awareness regarding measures to combat Gender Based Violence.
- To sensitize the community at large towards gender related issues and to take such measures as would be necessary to create gender sensitivity on the campus
- To suggest measures for providing a safe working environment for women on the campus and the action taken from time to time in order to deter any acts of gender discrimination in any form.
- To organize workshops and awareness programmes at regular intervals for sensitizing students and staff members with the provisions of the Sexual Harassment of Women at Workplace (Prevention prohibition and Redressal) act 2013.
- To offer advice on available courses of action to an aggrieved women on campus if she approaches the Gender Sensitization Cell.



INTERNAL COMPLAINTS COMMITTEE

Re-constitution of Internal Complaints Committee (ICC) in accordance with the provisions of the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015 along with Govt. of India notification no. 14 of 2013, regarding “The sexual harassment of women at work place (Prevention, Prohibition and Redressal) Act 2013”. The following members are nominated with immediate effect:

Sl.No.	Member	Designation	Membership	Mobile No	Email_id
1	Dr. Anu Sukhdev	Professor & Assistant Dean – Student Affairs	Chairperson	9731451035	anu.sukhdev@presidencyuniversity.in
2	Dr. Mohamadi Begum	Professor	Vice Chairperson	9487952053	mohamadi.begum@presidencyuniversity.in
3	Dr. Mahalakshmi	Professor	Member	9842066415	mahalakshmi@presidencyuniversity.in
4	Dr. Alamelu Mangai	Professor	Member	9108743597	alamelu.jothidurai@presidencyuniversity.in
5	Dr. Mounica Vallabhani	Assistant Professor	Member	9087682014	mounicav@presidencyuniversity.in
6	Dr. Shakkeera L	Associate Professor	Member	9444710836	shakkeera.l@presidencyuniversity.in
7	Dr. Saira Banu	Professor	Member	9884127780	sairabanuatham@presidencyuniversity.in
8	Ms. Lenin Thejashwini	Student Counsellor	Member	88863 87843	lenin.thejashwini@presidencyuniversity.in
9	Mr. Sofiul Ahmed	Assistant Professor	Member	78965 63767	sofiul.ahmed@presidencyuniversity.in
10	Ms. Bhavana Chandran	Assistant Professor	Member Secretary	9900112231	bhavana.chandran@presidencyuniversity.in
11	Dr. Sapna Mohan	Head of Law School, Christ University	External Member	9916491576	sapnamurali@gmail.com
Student Representatives:					
	Student Representatives :				
1	Mr. Sufyan Ahmed	Student -Member			
2	Ms. Ankita Yelaswarapu	Student-Member			
3	Ms. Jharna Rajesh Chellani	Student-Member			

By E mail: Any complaint of sexual harassment must be send by an email only to the ICC – on puicc@presidencyuniversity.in for the purpose of confidentiality.

Direct contact: Complaints in confidence:

Dr. Anu Sukhdev, Professor & Assistant Dean- Student Affairs - Chairperson

Ms. Bhavana Chandran – Member Secretary

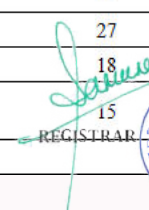



Internal Complaint Committee

The University has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

Number Of Gender Equity Promotion Programs Organized By The Institution During The Last Five Years:

<u>SR.NO</u>	<u>DATE</u>	<u>TITLE OF THE EVENT</u>	<u>NUMBER OF PARTICIPANTS</u>
1	26-10-2019	SWACHH BHARAT AND NO PLASTIC DRIVE	150
2	09-03-2021	BLOOD DONATION CAMP BY PRESIDENCY UNIVERSITY NSS CELL AS PART OF WOMENS' DAY CELEBRATIONS	350
3	13-03-2020	INTERNATIONAL WOMEN'S DAY CELEBRATION _ 13TH MARCH 2020	150
4	11-12-2021	GENDER SENSITIZATION: CONCERNS ACROSS	375
5	18-07-2022	WEBINAR ON GENDER SENSITISATION	68
6	6-9-2018 7-09-2018	INTERNATIONAL CONFERENCE ON GENDER EQUALITY THROUGH THE STRATEGY OF GENDER MAINSTREAMING,	
7	23-07-2022	WEBINAR ON GENDER SENSITIZATION	40
8	14-07-2022	BREAST CANCER AWARENESS & DETECTION CAMP	53
9	19-08-2021	WEBINAR ON "MOVING BEYOND THE SENTENCE	144
10	15-09-2021	PCOS AWARENESS	41
11	08-12-2021	GYANAM BY WOMEN EMPOWERMENT CLUB	12
12	08-02-2022	JAGTE RAHO"- Think Before Clicking	97
13	08-03-2022	BREAST CANCER AWARENESS AND DETECTION CAMP	42
14	08-03-2022	MIND IT -NOT EVERY ILLNESS IS VISIBLE	20
15	04-09-2021	WEBINAR ON WOMEN'S EQUALITY	
16	09-03-2022	THE THOUGHTS EXPRESS	
17	10-09-2022	YOU MATTER	7
18	10-09-2022	WEBINAR ON GENDER SENSITIZATION FOR THE SCHOOL OF OF ENGINEERING (ECE, EEE, CIV, PET, MEC) FACULTY	81
19	10-09-2022	WEBINAR ON GENDER SENSITIZATION FOR THE SCHOOL OF COMMERCE AND MANAGEMENT FACULTY	33
20	10-03-2022	INCOGNITO	15
21	15-12-2022	ENRICHING RELATIONSHIPS	150
22	18-11-2022	HEALTHY LIFESTYLE AND CANCER PREVENTION	
23	08-03-2022	NATIONAL WEBINAR ON 'BREAK THE BIAS AND CHANGE THE EQUATION' -"Contemporary evil practices against women in South-East Asian Countries".	52
24	07-03-2022	NATIONAL WEBINAR ON 'BREAK THE BIAS AND CHANGE THE EQUATION' -Women; Confronting the Contemporary World	88
25	06-03-2022	NATIONAL WEBINAR ON 'BREAK THE BIAS AND CHANGE THE EQUATION' -Women; representation in global and corporate sector	95
26	10-09-2022	WEBINAR ON GENDER SENSITIZATION FOR THE SCHOOL OF COMPUTER SCIENCE AND ENGINEERING FACULTY	95
27	20-10-2022	BREAST CANCER AWARENESS CAMPAIGN	20
28	10-09-2022	WEBINAR ON GENDER SENSITIZATION FOR THE SCHOOL OF BASIC SCIENCES AND LANGUAGES (MAT, PHY, CHEM, ENGLISH, L AND D, AND KANNADA)	75
29	10-09-2022	WEBINAR ON GENDER SENSITIZATION FOR THE SCHOOL OF LAW, DESIGN, AND SCHOOL OF MEDIA STUDIES	27
30	07-10-2021	ARATRIKA	18
31	25-11-2021	DEBATE COMPETITION IN THE LIGHT OF INTERNATIONAL DAY OF ELIMINATION OF VIOLENCE AGAINST WOMEN	15
32	14-06-2022	BLISS EDEN	


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Anti-Ragging Measures

Pursuant to the directives of the Honorable Supreme Court of India and in accordance with the UGC Regulations, on curbing the Menace of Ragging in Higher Educational Institutions, 2009, the University has constituted the Anti-Ragging Committee and Anti-Ragging Squads for overseeing the strict and meticulous implementation of all the directives. The members of the anti-ragging committee and anti-ragging squads along with their mobile numbers are being displayed for the benefit of the students, especially the newly admitted students.

The institution publishes its regulations in the student's hand book. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the institution has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 6 females, 10males in the Anti-Ragging Committee.

Sl. No	Name	Designation	Membership	Contact Number	Email
1	Prof. Dr. D Subhakar	Vice Chancellor	Chairperson	7022150906	vicechancellor@presidencyuniversity.in
2	Dr. Surendra Kumar A. M	Pro Vice Chancellor & Controller of Examinations	Member	9482350745	surendrakumar@presidencyuniversity.in
3	Dr. Prof Muddu Vinay	Pro Vice Chancellor	Member	8792503054	muddu.vinay@presidencyuniversity.in
4	Dr. Abdul Sharief	Professor and Dean, School of Engineering	Member	9448503567	abdul.sharief@presidencyuniversity.in
5	Dr. Anu Sukhdev	Professor and Assistant Dean, Student Affairs	Member	9731451035	anu.sukhdev@presidencyuniversity.in
6	Dr. Tufail Ahmad Khan	Professor & HOD, School of Law	Member	9557977469	tufail.ahmadkhan@presidencyuniversity.in
7	Dr. Saira Banu Atham	Associate Professor and Programme Head, Department of Computer Science and Engineering	Member	9884127780	sairabanuatham@presidencyuniversity.in
8	Dr. Ashok Itagi	Professor & HOD, School of Design	Member	9663379200	ashok.itagi@presidencyuniversity.in
9	Dr. Akhila Udupa	Professor & HOD, School of Management	Member	9880938521	akhila.udupa@presidencyuniversity.in
10	Dr. Mounica Vallabhaneni	Assistant Professor, School of Commerce	Member	9087682014	mounicav@presidencyuniversity.in
11	Dr. Thimmapuram Ranjeth Kumar Reddy	Associate Professor, Department of Physics	Member	8978975961	ranjethkumar@presidencyuniversity.in
12	Dr. Maddala Venkata Chakradhararao	Associate Professor, Department of Mathematics	Member	9611224995	chakradhararao@presidencyuniversity.in
13	Dr. Safinaz S	Assistant Professor, Department of Electronics and Communication Engineering	Member	9632719035	safinazs@presidencyuniversity.in
14	Ms. Vivetha	Senior Manager, Student Housing	Member	9986645500	vivetha.n@presidencyuniversity.in
15	Mr. Niranjana Singh	Chief Warden, Student Housing	Member	9509209313	niranjana.singh@presidencyuniversity.in
16	Mr. Abdul Bari A	Joint Registrar	Member-Secretary	9486143332	abdulbari@presidencyuniversity.in


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Discipline Committee

As the university forms a constituent part of the Presidency University, some of its responsibilities are shared and covered by joint arrangements. The institution publishes its regulations in the prospectus. The University has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee is monitored by
Dean Student Affairs & Chief Proctor - Major General Gurdeep Narang (Veteran)
Asst. Dean Student Affairs & Professor - DR. Anu Sukhdev

Women's Forum

Women Empowerment and Gender Equality are the most important requirements for the uplifter and progress of our nation. In the effort to make Presidency university, a strong kernel of gender sensitization, The forum has both the faculty and non-teaching of the institution as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the uplifter of women and promotion of the importance of gender equality in society through the University students.

NCC for Girls

The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life.

NSS for Girls

Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

Administrative and Girl Students Representative

Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in institution events for the administrative development.


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Summary and Conclusion

Progress towards Gender Equity

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO)

The university constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The university not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self respect. We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrollment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable.

Conclusion

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the university. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the university and they do have gender sensitive behavior.

It is found that the university has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrollment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the university would certainly make a mark in the country.

Recommendations

In the coming years, we aim to :

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.



Signatures & seals

Sanne
REGISTRAR

