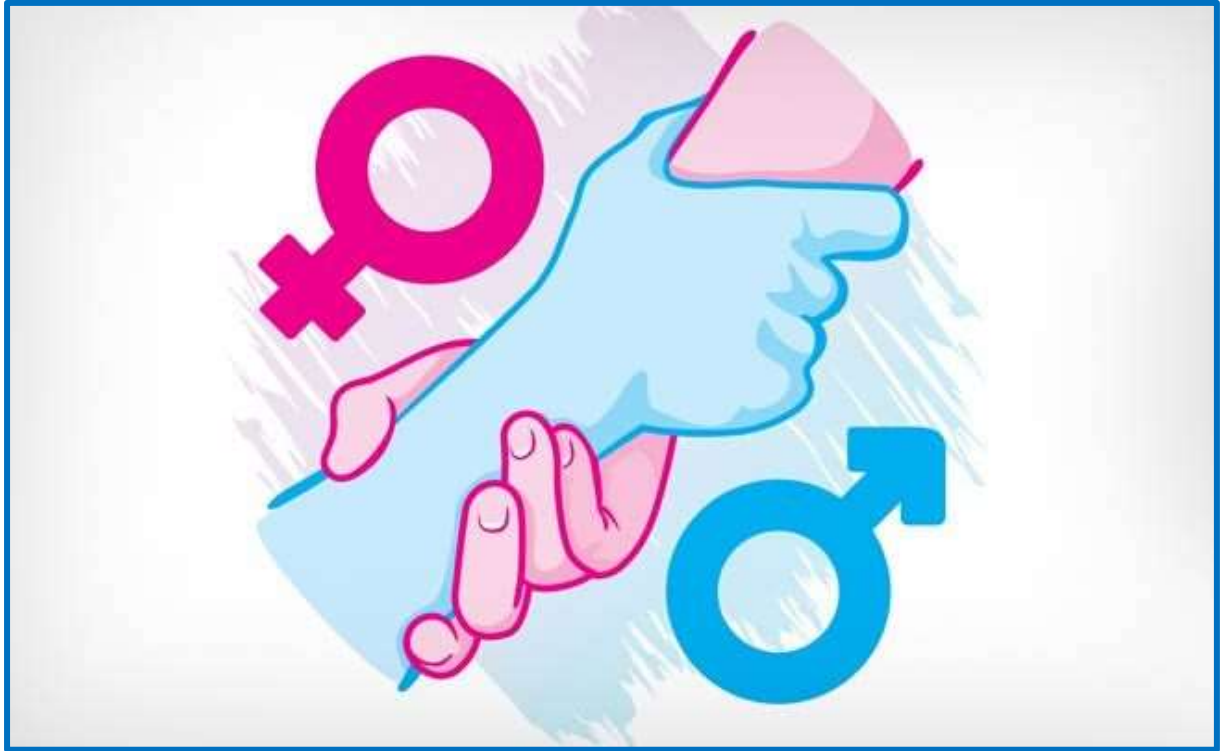




**K.R. MANGALAM UNIVERSITY**  
THE COMPLETE WORLD OF EDUCATION



# Gender Audit Report

## 2021-22



## **Table of Contents**

<b>1</b>	<b>About KRMU</b>	<b>2</b>
<b>2</b>	<b>Introduction</b>	<b>3</b>
<b>3</b>	<b>Objectives</b>	<b>3</b>
<b>4</b>	<b>Gender Sensitization at K.R. Mangalam University</b>	<b>4</b>
	<b>4.1 Safety and Security</b>	<b>5</b>
	<b>4.2 Facilities available to women employees and students at the University</b>	<b>6</b>
<b>5</b>	<b>Gender Audit Team</b>	<b>7</b>
<b>6</b>	<b>Methodology</b>	<b>7</b>
<b>7</b>	<b>Data Findings: Gender Balance Across University Statutory Bodies</b>	<b>8</b>
<b>8</b>	<b>Data Findings: Gender Ratio across Teachers/Students/Staff Body</b>	<b>10</b>
	<b>8.1 Gender Balance in Enrollment at Graduation</b>	<b>10</b>
	<b>8.2 Gender Balance among Teaching Faculty</b>	<b>11</b>
	<b>8.3 Gender Balance among Non-Teaching Staff</b>	<b>12</b>
<b>9</b>	<b>Salient Findings and Recommendations</b>	<b>13</b>
<b>10</b>	<b>Conclusion</b>	<b>13</b>



## **1. About KRMU**

K.R. Mangalam University, a pioneering Institution of higher education established in 2013 under the Haryana Private University Act, is spread over 26 acres of lush green campus with ultra-modern amenities. It has an industry-integrated curriculum with international exposure and Tie-ups with various foreign universities and institutions of higher reputation. The university offers 52+ UG and PG programs with full-time faculty with rich industry experience.

The campus is fully furnished with fully functional high-end laboratories across various disciplines. The University offers multiple programs at UG and PG levels in Engineering, Management, Law, Humanities, Education, Journalism, Science, Hotel Management, Physiotherapy, Agriculture, Architecture, and Pharmacy. Various councils recognize the University, which has approximately 2200 students on campus.



## 2. Introduction

K.R. Mangalam University is dedicated to fostering and maintaining a community where students, teaching staff, and non-teaching staff can collaborate in an atmosphere where women have a work environment equally with men. The University ensures gender equity and gender sensitivity and provides equal opportunities by giving prominent responsibilities to manage the day-to-day operations of the University.

To maintain equal representation of men and women, gender sensitivity is used in all recruitment, promotions, and opportunities for leadership. The female staff supervises most club exercises. Also, our understudy ratio supports the institution's gender sensitivity.

The whole University collectively works towards and analyses ways to create a gender-sensitive environment that respects gender diversity and the intersectionality of other marginalities. The anti-harassment and women's cells coordinated different projects to reinforce the spirit of women and illuminate them about the significance of gender balance and the anticipation of brutality against ladies. They were likewise given self-defense classes, which is significant in an unstable society like ours. To show the students the significance of tolerating sexual minorities and other individuals with different sex orientations towards the production of a more equitable society, diverse classes have been organised. Various skill development programs were likewise coordinated, and girls were given special training in equipping themselves with self-employment. Seminars and invited lectures on women and law were organised by the various clubs and societies at university.

## 3. Objectives

- a) To uphold the country's commitment to gender equality by encouraging gender sensitization in all facets of University Campus life and among the University community.
- b) To stop violations of national laws that forbid gender inequities, endeavour to remedy any infringements on gender-based rights and promote women's empowerment in all University-related activities.
- c) To foster an atmosphere that recognizes both gender diversity and the intersectionality of other marginalized groups.
- d) To ensure that no personnel faces prejudice and that all genders receive equal



opportunities.

- e) To develop methods for stopping gender-based violence and discrimination, including sexual harassment, and to make sure that these methods are put into practice in both letter and spirit.

#### **4. Gender Sensitization at K.R. Mangalam University**

Gender equity is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages, preventing women and men from operating on a level playing field. Equity leads to equality. Gender equality requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Where gender inequality exists, it is generally women who are excluded or disadvantaged in decision-making and access to economic and social resources. Therefore, a critical aspect of promoting gender equality is the empowerment of women, with a focus on identifying power imbalances and giving women more autonomy to manage their own lives. Achieving gender equality requires women's empowerment to ensure that decision-making at private and public levels and access to resources are no longer weighted in men's favour so that both women and men can fully participate as equals in productive work.

Gender Sensitization is also an essential requirement to understand the sensitive needs of a particular gender. It helps us examine our attitudes and beliefs and question the 'realities' we thought we knew. The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existence across the globe. Recent discourses focus on the need to sensitize gender issues on campus, as many believe that education is the catalyst for change. Educational spaces instill thought and give one a perception of what they think.

The University, therefore, identifies departments, disciplines, and clubs/cells that carry out focused work on gender equality, sensitivity, equal opportunity, and diversity. By forming various committees like the Anti-Ragging Cell, Internal Complaints Committee, Grievance Redressal Cell, Discipline Committee, and Gender Sensitization Committee, adequate facilities for girls and gender equality are maintained in the University system. All the committees are primarily headed by women staff at the University.



#### **4.1 Safety and Security**

- a) The University administration understands that it is very important for a student coming from different regions of India who is choosing our campus to pursue his career to feel safe. For this purpose, 24 hours of security from external entities is provided on the campus through security guards. A University identity card is provided to every student at the time of admission, and the security guard at the campus entrance gates ensures that only legitimate students enter the campus by checking the identity card and the student correctly.
- b) Improving student profiles through inclusive practices regarding gender and social sensitization by organizing meetings, seminars, workshops, and social events that provide a platform of equal opportunity and co-existence.
- c) The Biometric Attendance System is installed in the girls' hostel and is mandatory for all students and other hostel staff members.
- d) Pick-up and drop-off facilities are provided to all female employees and students at railway stations, bus stands, and airports at odd hours (Before 7 am and after 8 pm).
- e) Complaint boxes are installed in all possible areas for issues students may fear disclosing their names.
- f) A ramp has been constructed at all the blocks on campus to support the Physically challenged students.
- g) Every year, An Orientation Program is organised for newcomer students to help them transition from school life to a life of responsible adults.
- h) Proctor Office/Female Security guards are available on campus.
- i) All the university buses have male/female faculty in charge of looking after the discipline on the bus.
- j) 24-hour Ambulance facility is provided to faculty, students and staff members in case of any emergency.
- k) The Internal Complaints Committee organizes various awareness programs for women's safety and security. A female student or faculty and staff member can register their complaint with/without a name to the female grievance cell without any pressure. The cell then constitutes a committee to investigate the matter and ensure that the complaint



is resolved up to the satisfaction level of the complainant.

- l) The Mentor grants leave to the female students after concerns with their parents. The student also enters the register in the guard room before leaving the campus.
- m) Information regarding the availability of support systems concerning various gender equity issues is prominently displayed on all the notice boards and prominent places on the campus for easy access to students.
- n) Fire extinguishers and firefighting hydrants are installed at accessible points to protect the labs and campus from fire hazards.

#### 4.2 Facilities available to women employees and students at the University

- a. **Woman Staff Room:** The institution offers three women's staff rooms in three blocks. The rooms are fully air-conditioned. Faculty have separate desks on which they have been given separate PCs. Staff rooms also have a Wi-Fi facility.
- b. **Common Room:** The institution offers lodging facilities to female students who reside in distant places. The rooms are fully furnished and have adequate facilities to accommodate a good number of students. An ideal study room, which is quiet and spacious, with lots of fresh air and natural light, is also available. Due importance is given to the well-being of the students by offering decent meals, in addition to water purifiers and coolers.
- c. **Sanitary Vending Machine:** The institution provides a facility for sanitary vending machines at all three blocks of the University. Female staff or students can get napkins from these machines free of cost.
- d. **Girl's Hostel:** The institution offers lodging facilities to female students who reside in distant places. The rooms are fully furnished, with adequate facilities, to accommodate many students. An ideal room for study, quiet, spacious, with lots of fresh air and natural lights, is also available. The well-being of the students is given due importance by offering decent meals, water purifiers and coolers.
- e. **CCTV Cameras:** Hi-Tech Surveillance system: E- Surveillance with high-resolution cameras through day and night facility of distributed recording in the control room has been set up on campus; entry of unwanted elements is monitored through these cameras.



- f. **Maternity Leaves:** The institution has a policy of maternity leave for female faculty. Female faculty members can avail themselves of a six-month maternity leave.
- g. **She Boxes:** The institution offers a facility of the boxes where an aggrieved female at the campus can file her complaint. This box can only be opened by a female who is specifically designated to deal with complaints.
- h. **Counseling:** A full-time counsellor is available at the university during official hours. Female faculty members and students can consult the counsellor and raise their concerns regarding personal or professional issues.

## 5. Gender Audit Team

The university has constituted a Gender Sensitization and Safety Committee. GSSC conducts an Annual Gender Audit and collects data from various Schools and departments to present in this report.

- Dr. Shobhna Jeet, Associate Professor, SOLS
- Ms. Kanchan Khatreja, Assistant Professor, SOED
- Dr. Yogender Kumar Rajoria, Assistant Professor, SBAS
- Dr. Megha Garg, Assistant Professor, SOMC
- Ms. Khusboo Saraf, Assistant Professor, SOMC
- Ms. Swati, HR Manager
- Dr. Nandini Ahlawat, Assistant Professor, SOHS
- Ms. Yukti, Student, B.A.LL.B (Hons.)
- Ms. Vidhi Tyagi, Student, B.A.LL.B (Hons.)

## 6. Audit Methodology

The methodology for analysing the gender ratio comprised collecting relevant data on the gender composition of the organisation and gender distribution across different bodies, cells, committees, departments, and functions. This data was collected through employee records and other relevant sources.

Statistical tools and techniques were used to analyse the collected data to determine whether there are any significant differences in the representation of men and women across various





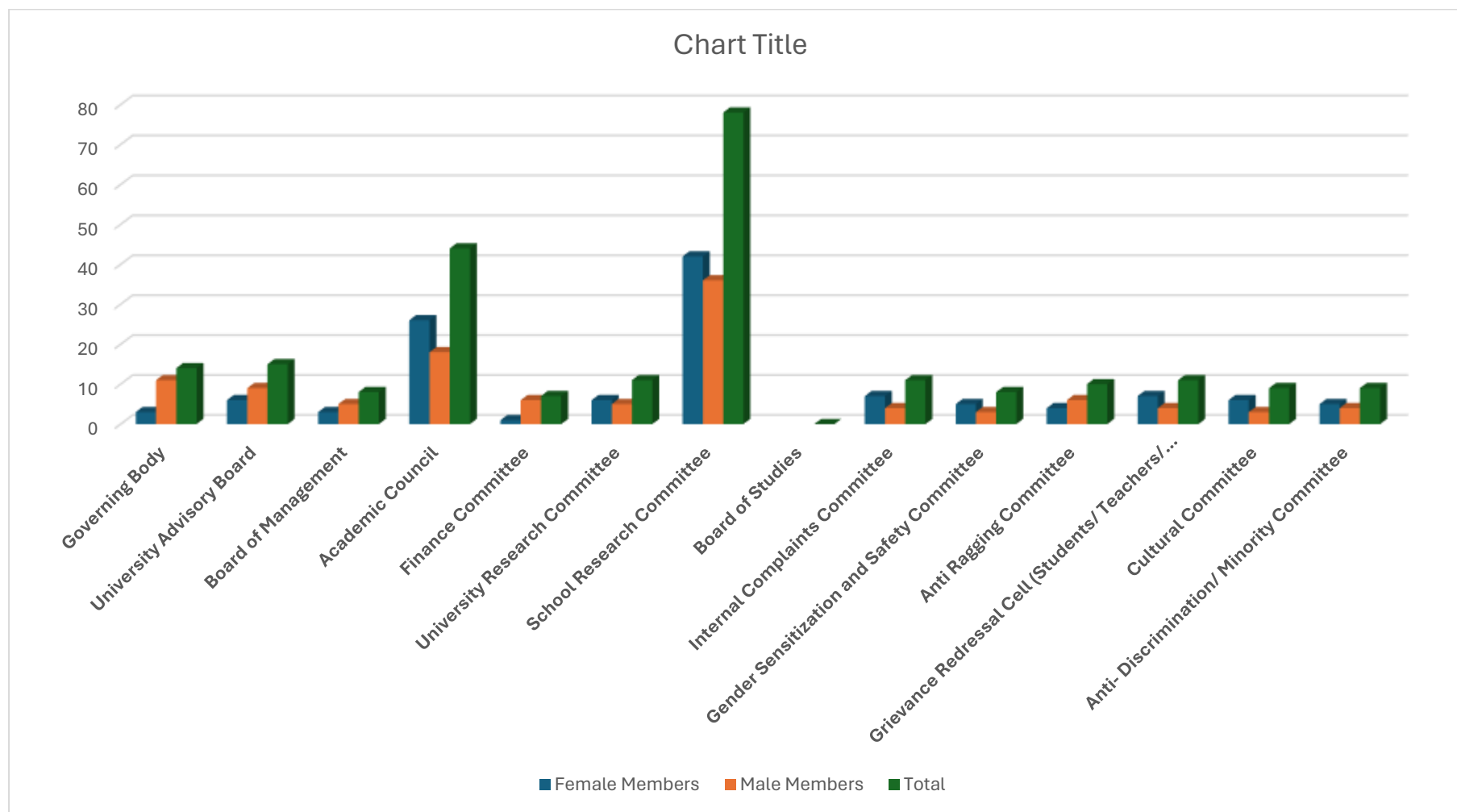
bodies and committees.

Statistical tools and techniques were used to analyse the gender-wise composition of the organisation and identify any significant differences in the representation of men and women across faculties, staff, and students.

## **7. Gender Balance Across University Statutory Bodies**

### **(Academic Board of Management/Governing Body and Board of Advisors)**

S. No.	Statutory Bodies	Female Members	Male Members	Total
1	<b>Governing Body</b>	3	11	14
2	<b>University Advisory Board</b>	6	9	15
3	<b>Board of Management</b>	3	5	8
4	<b>Academic Council</b>	26	18	44
5	<b>Finance Committee</b>	1	6	7
6	<b>University Research Committee</b>	6	5	11
7	<b>School Research Committee</b>	42	36	78
8	<b>Board of Studies</b>			0
9	<b>Internal Complaints Committee</b>	7	4	11
10	<b>Gender Sensitization and Safety Committee</b>	5	3	8
11	<b>Anti Ragging Committee</b>	4	6	10
12	<b>Grievance Redressal Cell (Students/ Teachers/ Non-Teaching)</b>	7	4	11
13	<b>Cultural Committee</b>	6	3	9
14	<b>Anti- Discrimination/ Minority Committee</b>	5	4	9
15	<b>University Admission Committee</b>	7	6	13
	<b>Total</b>	<b>128</b>	<b>120</b>	<b>248</b>





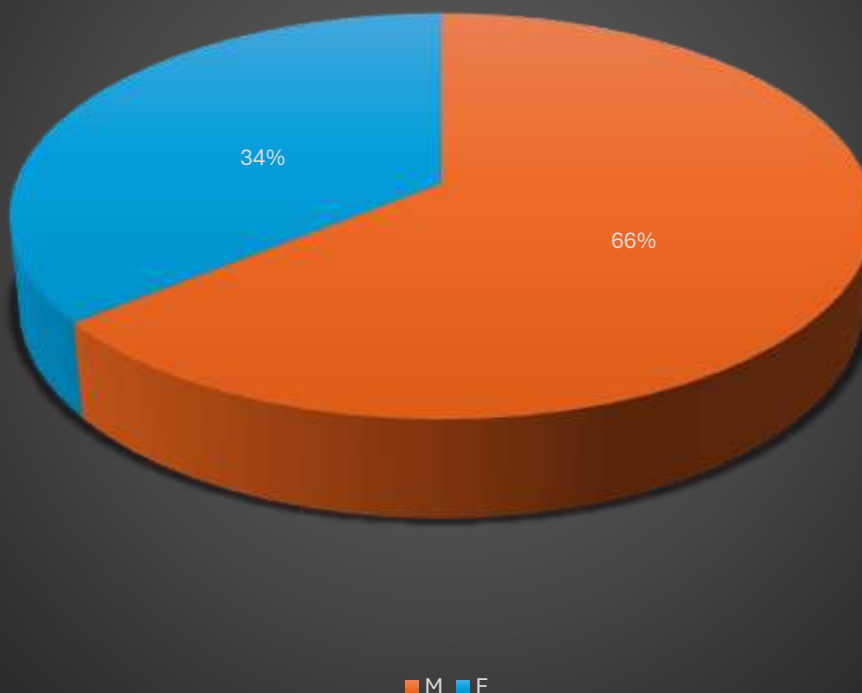
## 8. Data Findings Gender ratio Across Students/ Teachers/ Staff

### 8.1 Gender Balance in Enrollment at Graduation

#### Student Strength 2021-22

Total Number of Full-time Students on Rolls	UG		PG		Ph.D.		UG Diploma	
	1860		201		179		115	
	M	F	M	F	M	F	M	F
	1246	614	120	81	69	110	86	29

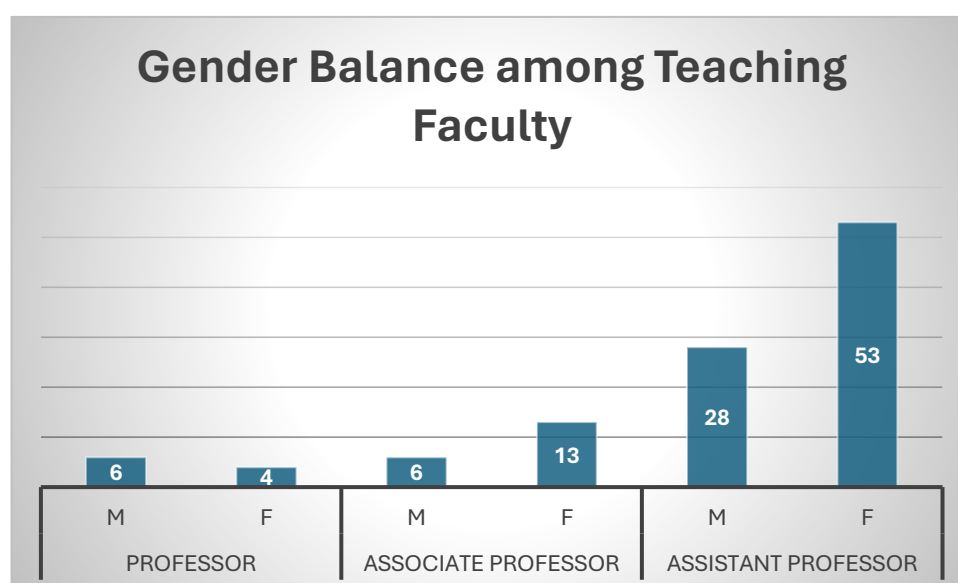
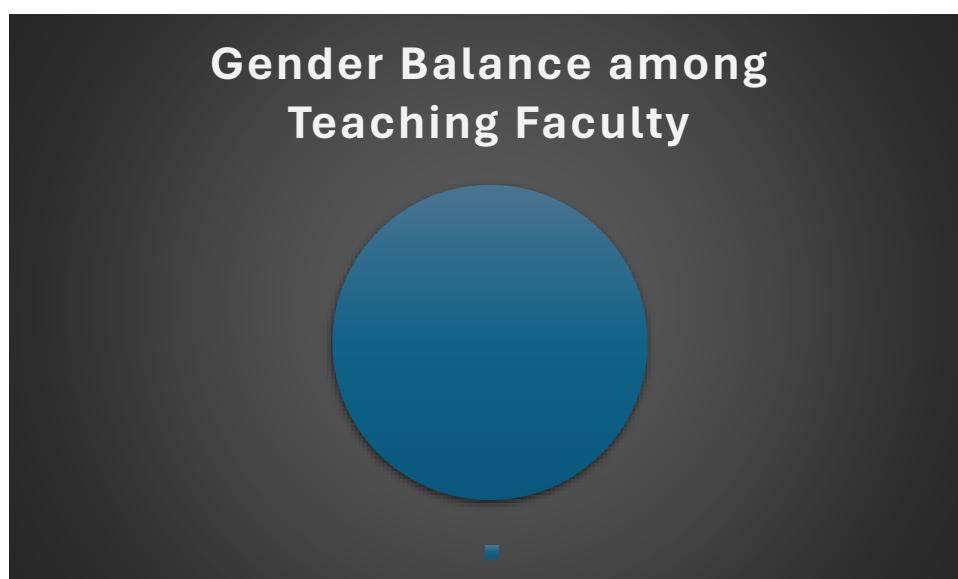
**Gender Balance In Enrollment at Graduation**





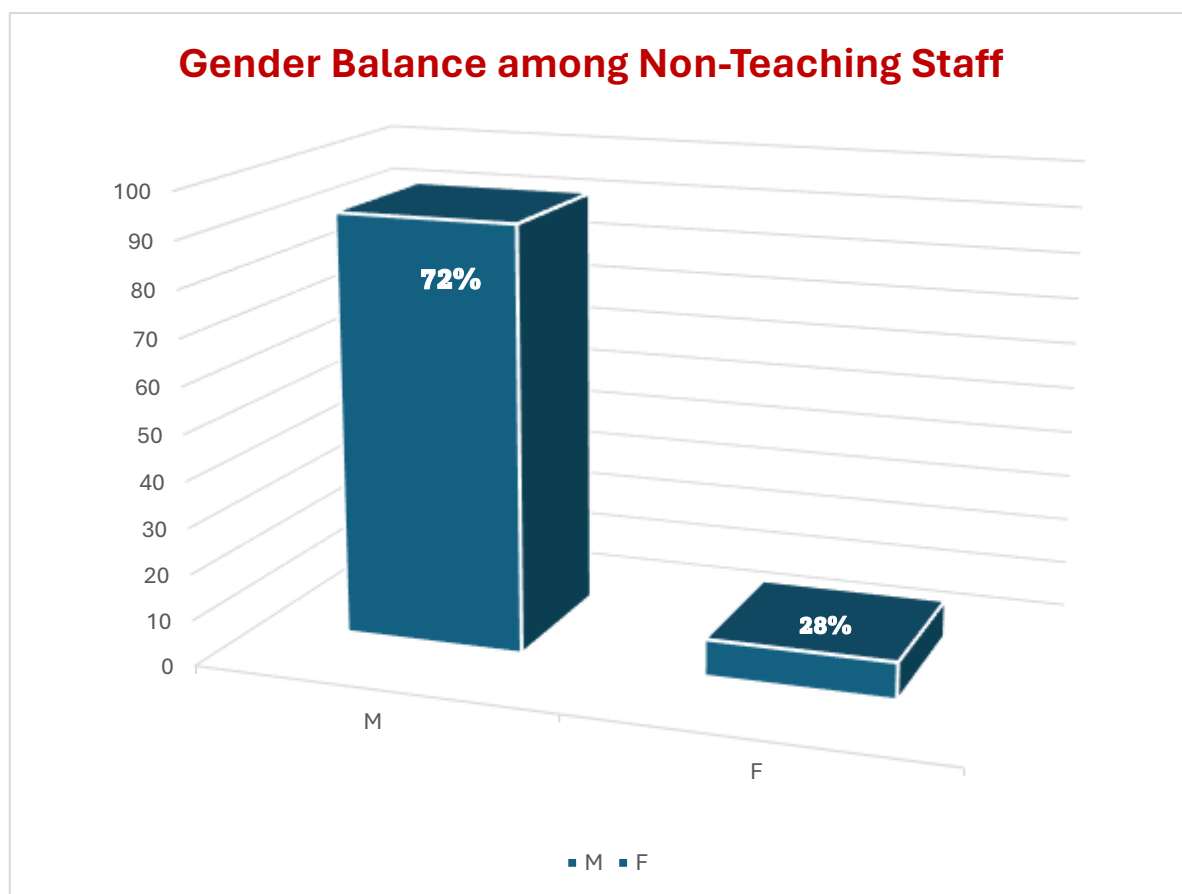
## 8.2 Gender Balance among Teaching Faculty

Recruited Full Time Faculty	Professor				Associate Professor				Assistant Professor			
	M	F	Others	Total	M	F	Others	Total	M	F	Others	Total
	06	04	0	10	6	13	0	19	28	53	0	81





### 8.3 Gender Balance among Non-Teaching Staff





## 9. Salient Findings and Recommendations

University has been able to attain gender balance in most aspects of its system and give equal opportunities to everyone. Some unique features include:

- Students' strengths, particularly girls', are high in arts and science UG and PG programs.
- Girls' enrollment is more than that of boys in most of the classes.
- Even in category-wise distribution, female students seem to outnumber male students.
- In both regular teaching staff and guest faculties, the strength of female staff is higher than male.
- The diverse university committees and cells conduct diverse programmes to inculcate gender consciousness among students.
- The number of female non-teacher staff is higher than male non-teaching staff except in the current academic year.

## 10. Conclusion

The Gender Audit of the University, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. The University has always been known for providing a safe and encouraging atmosphere for women's education. It is one of the only universities that have given continued admission to women for more than ten years. In all these years, rarely has any untoward incident involving women occurred. The University maintains an atmosphere of healthy interaction between boys and girls. Under the present KRMU leadership and gender-balanced staff, the University maintains its tradition of gender sensitivity.