

## 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.

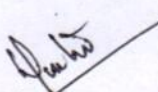
The institute provides technical education to over 2000 students, offering B. Tech and MBA programs. It attracts students from diverse regions, including U.P., Bihar, Delhi and other parts of the country. Promoting women empowerment and gender equality is given significant importance.

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

  
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## 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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- 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.

  
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