



Dr. Bhimrao Ambedkar University, Agra

A State University of Uttar Pradesh (Formerly: Agra University, Agra)

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**Dr. BHIMRAO AMBEDKAR UNIVERSITY,
AGRA**



**INTERNAL QUALITY ASSURANCE
CELL (IQAC)**



GENDER AUDIT REPORT

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1. Gender Audit: Preamble-

A. Introduction of the University - DBRAU

The foundation – of Dr Bhimrao Ambedkar University (originally known as Agra University) was laid on the 1st of July, 1927, as a result of hectic efforts of a band of enthusiastic educationists like Rev. Canon A.W. Davis, Munshi Narain Prasad Asthana, Dr L.P. Mathur, Lala Dewan Chand, Rai Bahadur Anand Swaroop and Dr Brajendra Swaroop,.

Original jurisdiction of University extended over United Provinces of Agra, Central India and Rajputana with 14 affiliated colleges and 2530 students of which, 1475 students belonged to United Provinces. Initially, there were only four faculties in the University viz. Arts, Sciences, Commerce and Law. Faculties of Medicine (1936), Agriculture (1938), Home Science (1980), Basic Sciences (1981), Fine Arts (1982) and Management (1994) were added subsequently.

A decisive characteristic in influencing the education of an academic institution is the pursuit of excellence and consistent adherence to a high standard in terms of imparting knowledge promoting research.



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During the last eighty-three years, the University has endeavored to keep adopting these high ideas and has established rich traditions and evolved respect from the intellectual community. University has sincerely served the cause of higher education in northern India. The ancient principle of integrating ethical and moral values in education has been the endeavor of the University. To inculcate these essential values in its students academicians have been assiduously trying to sharpen the content and curriculum of the University.

The Agra University, Agra was renamed as Dr Bhimrao Ambedkar University, Agra from 24.09.1995 vide U.P. Govt. Notification No. 33/XVII-V-1-1(ka)-43-1996, dated 06.01.1996). The University now caters to the educational need of the seven districts of Agra Division Agra, Aligarh, Mainpuri, Hathras, Firozabad, Etah and Mathura. Besides, the University is proud of having affiliated to it, Sarojini Naidu Medical College, which is one of the oldest and premier Medical Institute of the country. At present university has approx 200 affiliated colleges and 15 residential Institutes spread out in its four residential campus viz. Paliwal Park, Khandari Campus, Civil Lines Campus and Chhaleshar Campus. Furthermore, this university affiliates colleges of Homeopathy, extending all over the State of U.P.

The University is steadily surging ahead as a centre for higher scientific vocational and job oriented education and innovative research. The goal of the University is to innovate in the field of education and to become a centre of excellence both Nationally and Internationally. The University is not only confined to impart quality education but also to satisfy the burning desire of the students who are exploring the creative intellect and learning attitude of the



students. The University is making every effort to fulfill the spirit of University motto “Tamso Ma Jyotirgamay” moving from darkness to light.

B. About the Gender Audit

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college 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:

1. **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.

2. **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



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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.

Dr. Bhimrao Ambedkar University Agra has constituted its own gender audit committee which is as follows-

C. Internal and External Gender Audit Committee-

Gender Audit Committee Members- Internal	
1	Prof. Achla Gakkhar
2	Prof. Manoj Upadhyay
3	Prof. Mohamad Arshad
Gender Audit Committee Members- External	



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1	Prof. Sanjay Jain (St. Johns College)
2	Prof. Arun Kumar (Government college, Kota)
3	Prof. L.N. Koli (DEI, Agra)

The Gender Audit undertaken by the IQAC, DBRAU, along with gender audit Committee Members. External Committee Member and internal committee members are intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. Objectives of the Gender Audit Exercise -

- Effective measures for the safety and security of all genders.
- Accessible, active, unbiased and confidential Grievance Redressal Cell
- No discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.



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- A certified consultant to be invited to take care of personal development and confidence building among students.
- To organize programs to build confidence and instill leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and proctorial board and Internal Complaint Committee for sexual harassment cell, women cell, internal committee creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular and to suggest the ways to meet out challenges.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

E. Methods of Gender Auditing :

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.



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The Political Will: Means the initiatives in which the leadership within the university at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the University.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which the University determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

2. Gender Wise Distribution of Staff

Gender sensitivity refers to an attempt to encounter and accept people without presumptions.

Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on out dated views.



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The University was established in 1927 when the issue of gender was not much of a concern. When gender became a major parameter for institutional governance, the University authorities stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided in different Institutes.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates, hostels and teaching institutes.
- There is a Women's Cell that conducts Gender Sensitization programmes regularly for the students.

A. Gender Balance within the Institution:

Gender balance shows the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of



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DBRAU, Agra. From the analysis, the team understood that the University is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The university always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NSS unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene,' Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal),etc. 36 such programs were organized in the last 5 years to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the University. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurel and fame to them as well as the College. In the public societal action the College provides classes for



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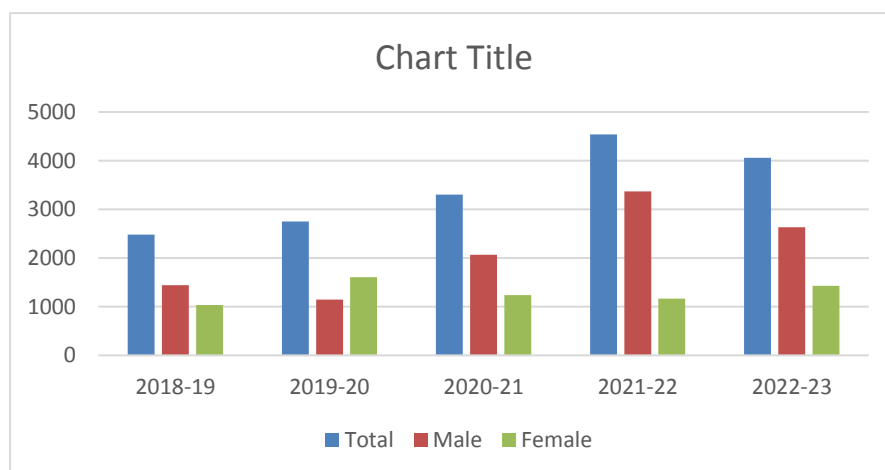
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parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Table 2.1- Gender Wise Details of Total Students in the University

S.No	Year	Total	Male	Female	Male %	Female %
1	2018-19	2480	1443	1037	58.18	41.81
2	2019-20	2751	1145	1606	41.62	58.37
3	2020-21	3305	2065	1240	62.48	60.04
4	2021-22	4538	3370	1168	74.26	25.73
5	2022-23	4056	2629	1427	64.81	35.18



The above table giving gender wise details in the university provides the information regarding growth of students strength in the session 2018 -23.



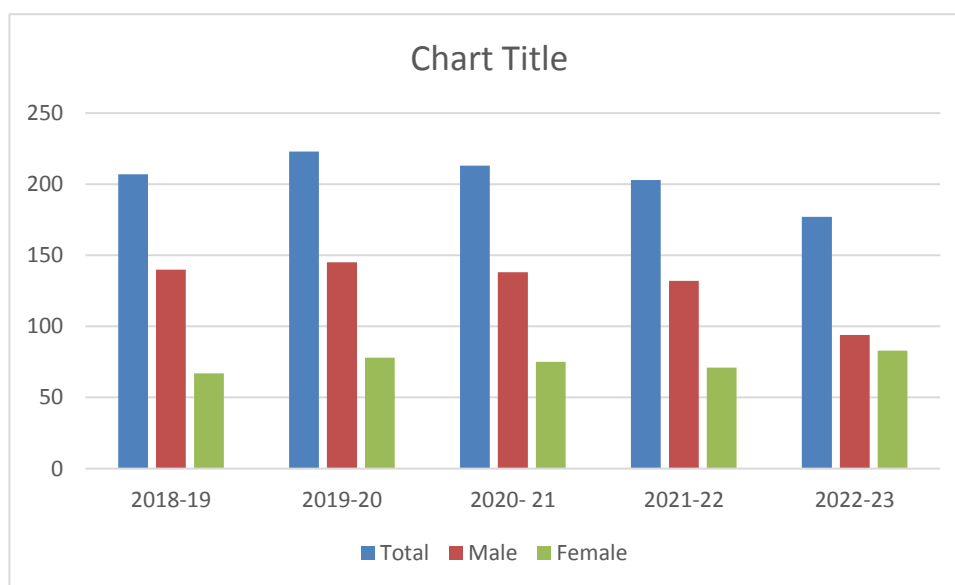
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Table 2.2- Gender Wise Details of Total Teaching Faculties in the University-

S.No.	Year	Total	Male	Female	Male %	Female %
1	2018-19	207	140	67	67.63	32.36
2	2019-20	223	145	78	65.02	34.97
3	2020- 21	213	138	75	64.78	35.21
4	2021-22	203	132	71	65.02	34.97
5	2022-23	177	94	83	53.10	46.89



This 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 .

Table 2.3- Gender Wise Details of Total Non- Teaching Staff in the University

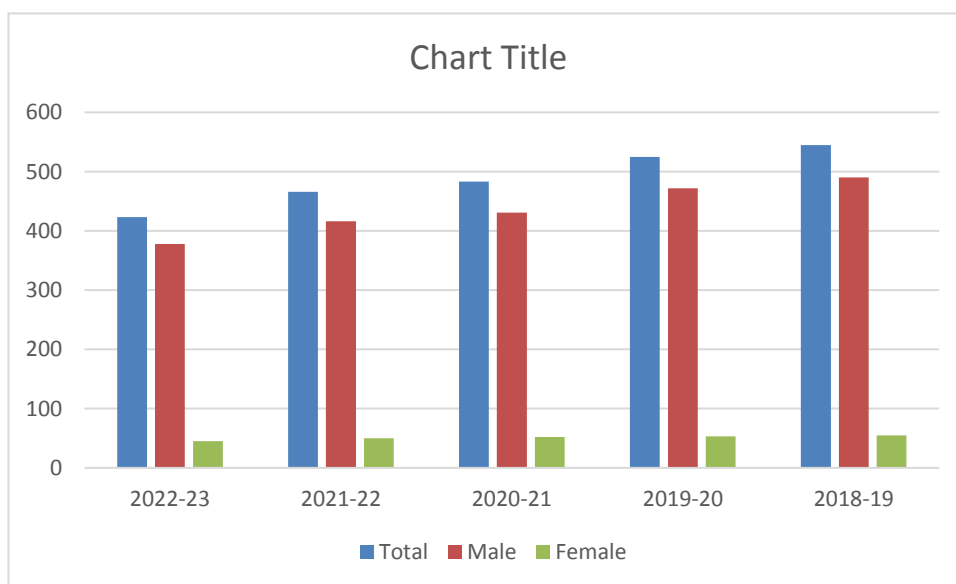


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S.N o.	Year	Total	Male	Female	Male %	Female%
1	2022-23	423	378	45	89.36	10.63
2	2021-22	466	416	50	89.27	10.72
3	2020-21	483	431	52	89.23	10.76
4	2019-20	525	472	53	90.24	10.09
5	2018-19	545	490	55	89.90	10.09



This table on gender wise details of total teaching faculty in the university provides the information and growth of Non teaching Staff in session 2018 - 23

3. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities



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to girls, gender equality is kept upright in the university.

The following initiatives have been undertaken by the College for the convenience of girl students:

1. **Study Room:** Independent study room in the library provides girl students undistracted study time.
2. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
3. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
4. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the University campus.
5. **Canteen:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

The college has established a number of committees to aid girl students and ladies staff. These committees include:

1. **Anti-Ragging Committee:** As the university forms a constituent part of the DBRAU, Agra some of its responsibilities are shared and covered by joint arrangements. The University publishes its regulations in the prospectus. 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 university has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has



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4 females, 6 males and one Vice Chairperson .The Vice Chancellor of the University is the Chairperson of the Anti-Ragging Committee.

डॉ० भीमराव आंबेडकर विश्वविद्यालय, आगरा
(पूर्ववर्ती: आगरा विश्वविद्यालय, आगरा)

पत्रांक: 42/110/2021
दिनांक: 11/10/2021

कर्मालय आदेश

मा० कुलपति जी महोदय के आदेशानुसार सत्र 2021-22 के लिए विश्वविद्यालय में अध्ययनरत छात्र/छात्राओं हेतु एन्टी रागिंग (Anti Ragging Committee) कमेटी का गठन किया जाता है:-

1. मुख्य कुलानुशासक
2. अधिष्ठाता छात्र कल्याण
3. निदेशक - आईआईटी
4. निदेशक - के०ए०आई
5. निदेशिका - गृह विद्यालय संस्थान
6. निदेशक - दाऊद एचएल संस्थान
7. प्रो० यू०सी० शर्मा - विभागध्यक्ष पुस्तकालय
8. प्रो० अणिल गुप्ता - विश्वविद्यालय कम्प्यूटर केंद्र
9. प्रो० नृपेश सिन्हा - विभागध्यक्ष फार्मसी
10. डॉ० आर०के० अग्निहोत्री - विभागध्यक्ष वनस्पति विज्ञान

समिति के सभी सदस्यों से निम्नानुसार आवश्यक कार्यवाही यथाशीघ्र संपादित करने की अपेक्षा की जाती है।

कुलसचिव

प्रतिनिधि- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित:-

1. सहायक कुलसचिव, कुलपति सचिवालय को मा० कुलपति महोदय को सूचनार्थ
2. समिति के सदस्यगण
3. समस्त निदेशक/विभागध्यक्ष, आचार्यीय इकाई के समस्त संस्थान/विभाग
4. वित्त अधिकारी
5. परीक्षा नियंत्रक
6. समस्त सहायक कुलसचिव
7. समस्त अधिष्ठातगण
8. गार्ड फाइल

कुलसचिव

2. **Discipline Committee:** As the University forms a constituent part of the DBRAU, Agra, some of its responsibilities are shared and covered by joint arrangements. The University 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 has 12 females, 14 males and one Vice Chairperson. The Vice Chancellor of the University is the Chairperson of the Discipline Committee.
3. **Women's Cell:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make University a strong kernel of gender sensitization, the



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Women's Cell was constituted in November of 2022. The cell has both the faculty and nonteaching of the College 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 upliftment of women and promotion of the importance of gender equality in society through the University students.

4. **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.
5. **Administrative Committees 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 college events for the administrative development.
6. **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



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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.





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7. Sexual harassment Committee-

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(पूर्ववर्ती: आगरा विश्वविद्यालय, आगरा) 

पत्रांक : रि/178/2021
दिनांक : 11/12/2021

कार्यालय आदेश

मा० कुलपति जी महोदय के आदेशानुसार सत्र 2021-22 के लिए विश्वविद्यालय में अध्ययनरत छात्र/छात्राओं हेतु महिला सहायता एवं उत्पीड़न समाधान प्रबन्ध (Women's Assistance & Grievance Redressal Committee) का गठन किया जाता है:-

1. प्रो० विनिता सिंह - समाज विज्ञान संस्थान।
2. प्रो० अचला गक्खर - गृह विज्ञान संस्थान।
3. डॉ० नीलम यादव - के०एम०आई० संस्थान।

समिति के सभी सदस्यों से निरमानुसार आवश्यक कार्यवाही यथाशीघ्र सम्पादित करने की अपेक्षा की जाती है।

कुलपति महोदय

प्रतिलिपि:- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित:-

1. सहायक कुलसचिव, कुलपति सचिवालय को मा० कुलपति महोदय के संज्ञानार्थ।
2. समस्त सदस्यगण।
3. समस्त निदेशक/विभागाध्यक्ष, जावासीय इकाई के समस्त संस्थान/विभाग।
4. वित्त अधिकारी।
5. परीक्षा नियंत्रक।
6. समस्त सहायक कुलसचिव।
7. समस्त अधीक्षकगण।
8. गार्ड फाइल।

12/10/21

कुलसचिव

8. Constitutional of internal Complain Committee-

S.NO	Name	Designation
1	Prof. Vinita Singh	Presiding Officer
2	Prof. Archana Singh	Professor (IHS)
3	Dr. Neelam Yadav	Assistant Professor (KMI)
4	Ms. Mamta Singh	Assistant Registrar
5	Mr. Pawan Kumar	Assistant Registrar



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6	Ms. Neelam Sharma	Research Scholar (Chemistry)
7	Km. Pooja Yadav	Student (Social Science)
8	Km. Akansha Mishra	Student (B.Lib)

c. Number of gender Equality programs from organized by University during the last five years –

S.No.	Program's name	Date	Organized by
1	Anti ragging week celebration	12/08/2023 - 18/082023	DBRAU
2	Awarelinness program on Women power 1090	16/03/2023	DBRAU, Agra association with Anti Romeo Squad Commissionarate
3	Workshop on Universal Human Value toward holistic, value based education under the agies of human value cell	22/07/2023	Seth Padam Chand Jain Institute of Management Studies
4	Organized Bhazan Sandhya Mahila Prakosth DBRAU	30/03/2023	Mahila Prakosth, DBRAU
5	Workshop on women harassment at work place	17/12/2022	



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6	Cyber Crime and Prevention	25/01/2023	IHS, Khandari, Agra
7	Cyber Hygiene Poster competition	06/02/2023	Institute Of Life Science, Agra
8	Workshop on Innovation	12/11/2018	IET, Khandari, Agra
9	Workshop on Soft skill	16/09/2019	IET, Khandari, Agra
10	National Webinar on 'Gender Sensitization: Need of the Hour'	26/05/2020	DBRAU, Agra
11	Conducted Nasha Mukti Abhiyan	23/03/2021	Institute of Social Science, Agra
12	Conducted Program ON Different Level for Women Empowerment	2020	NSS, DBRAU, Agra
13	Health check-up Camp	15/09/2017	IHS, Khandari, Agra
14	Technology Based Entrepreneurship Development Program (TEDP), Organized by- MSME - Technology development center, Central Footwear Training Institute, Agra.	7/01/2019 27/02/2019	IHS, Khandari, Agra
15	International Webinar on ' <i>Nurturing Physical, Mental and</i>	16/05/2020	IHS, Khandari, Agra



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	<i>Social Health: During & Post COVID-19'</i>		
16	Seminar on “Kishoravastha me betiyon ka sharirik evam Mansik Swasthaya”	11/02/2021	IHS, Khandari, Agra
17	Short Durational Seminar on Legal laws for women and Child labour in Khaspur Village, Dayalbagh organized by Institute of Home Science, Dr. BhimRao Ambedkar University	26/06/2021	IHS, Khandari, Agra
18	Awareness talk on personal hygiene and Covid sanitization with rural women	7/06/2021	DBRAU, Agra

A number of activities were organized to empower women at DBRAU Agra, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence ,develop ethical values and make the girl



students realize their true potential.

4. Summary and Conclusion

A. 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 college 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 college 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 enrolment 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



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and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

B. Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. 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 college and they do have gender sensitive behavior. It is found that the college 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 enrolment 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 College would certainly make a mark in the country.

C. 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.



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