

Gender Audit Report (2023)



P. Singh
Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)

**Sardar Vallabhbhai Patel University of
Agriculture and Technology, Meerut- 250110**

Dr. Anurag Singh

P. Singh
Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)

In a higher education system/institution it is essential to have equality among men and women and should also acknowledge the different gender identity of individuals. In order to promote gender equality implementing, monitoring and ensuring equal opportunities is must. Any gender gap in the educational system should be addressed with immediate action. This gender audit has initially tried to cover aspects like teaching, facilities, safety and security for women and girls, hostel information etc.

About the University:

Sardar Vallabh Bhai Patel University of Agriculture and Technology established as a full-fledged University has unique honor of being called "First **Agriculture University of the third millennium and the 21st century**". It is committed to the mandate of integrating education research and extension so as to serve the rural people. The University was established on 2nd October 2000 under Uttar Pradesh Agriculture University Act (revised). It was inaugurated on 28th March 2002 by the Honorable Chief Minister of Uttar Pradesh. It is recognized and funded by U.P. Govt. & ICAR, Govt. of India. It is included in the list of recognized Universities maintained by the University Grants Commission (UGC), Govt. of India. The U.P Government has given the responsibility of all around development of the agriculture and rural community in its four divisions i.e Saharanpur, Meerut, Moradabad and Bareilly which consists of 15 districts i.e Saharanpur, Muzaffargar, Meerut, Gautam Buddha Nagar, Ghaziabad, Bulandshahar, Baghpat, Bijnor, Jyotiba Phule Nagar, Moradabad, Rampur, Bareilly, Pilibhit, Baduan and Shahjahanpur. The university presently has 06 colleges, Directorate of Research, Directorate of Extension, and many central facilities, training and demonstration units and farm.


Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)

The gender distribution across faculty, non teaching staff and students was studied and the following graphs show the results.

❖ **Details of distribution of Male and Female Students**

The details of students registered in the university (Fig. 1) show that the ratio of total male students registered for the different courses is more than total female students.

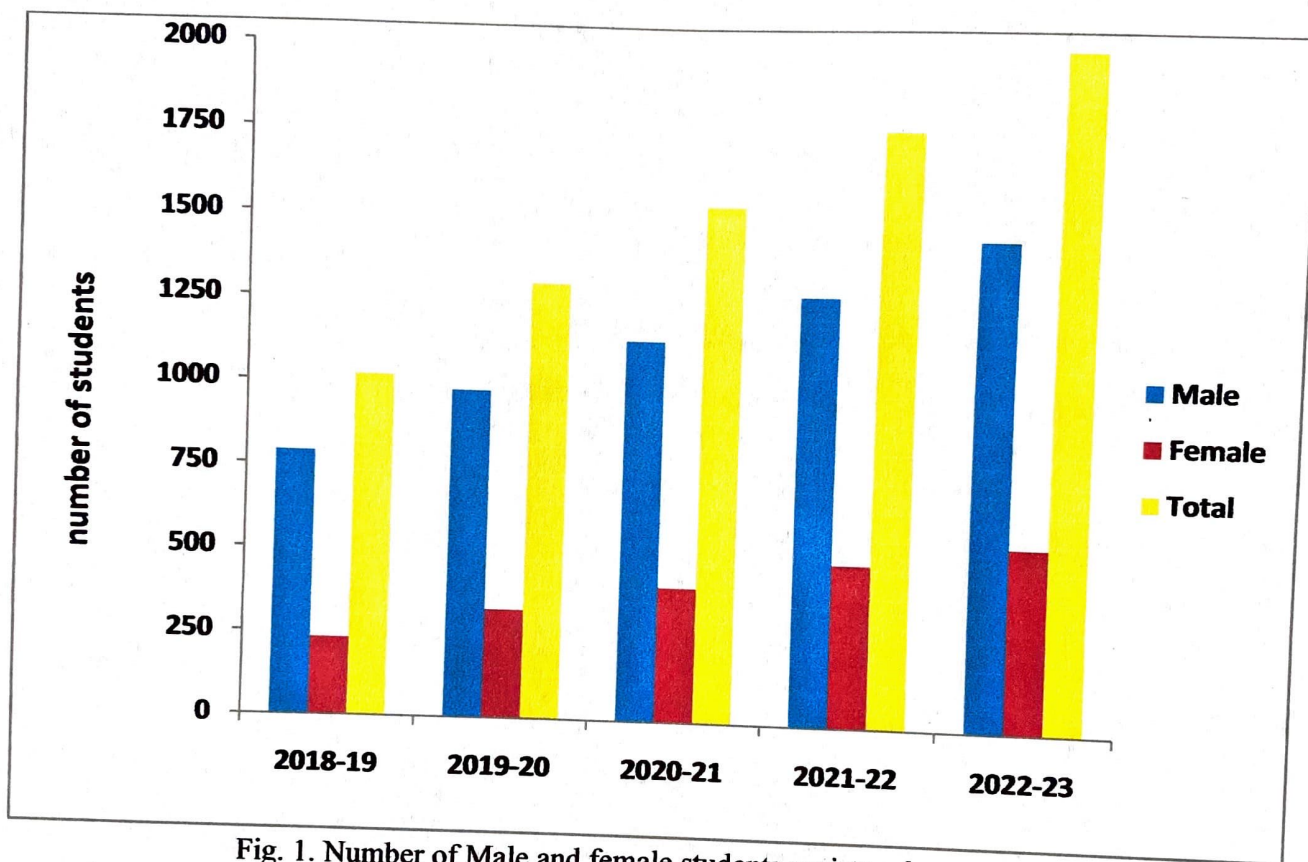


Fig. 1. Number of Male and female students registered

❖ **Details of Male and Female permanent Faculty members**

The ratio of female faculty in the university is quite low as compared to the male faculty, though it has increased in the last year.


Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)

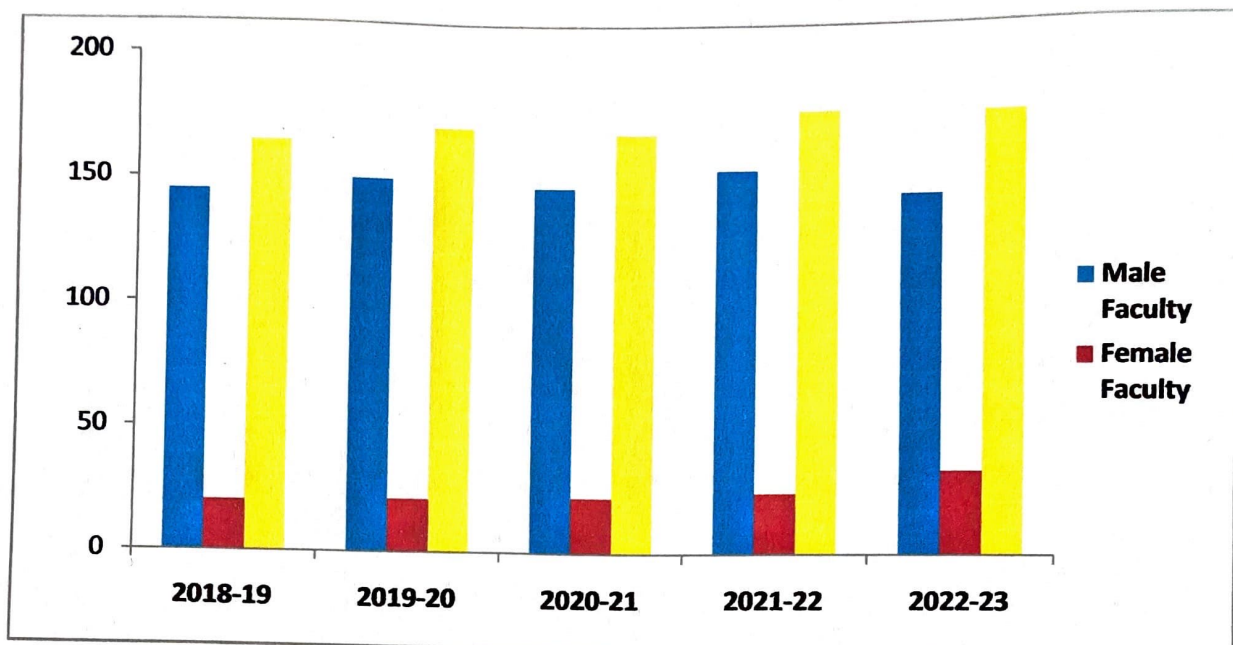


Fig. 2. Number of Male and female faculty members

- ❖ The number of female staff members (non-teaching) is almost stable over the last five years but the number of male faculty has decreased over the last 5 years and the gap in numbers is decreasing slowly.

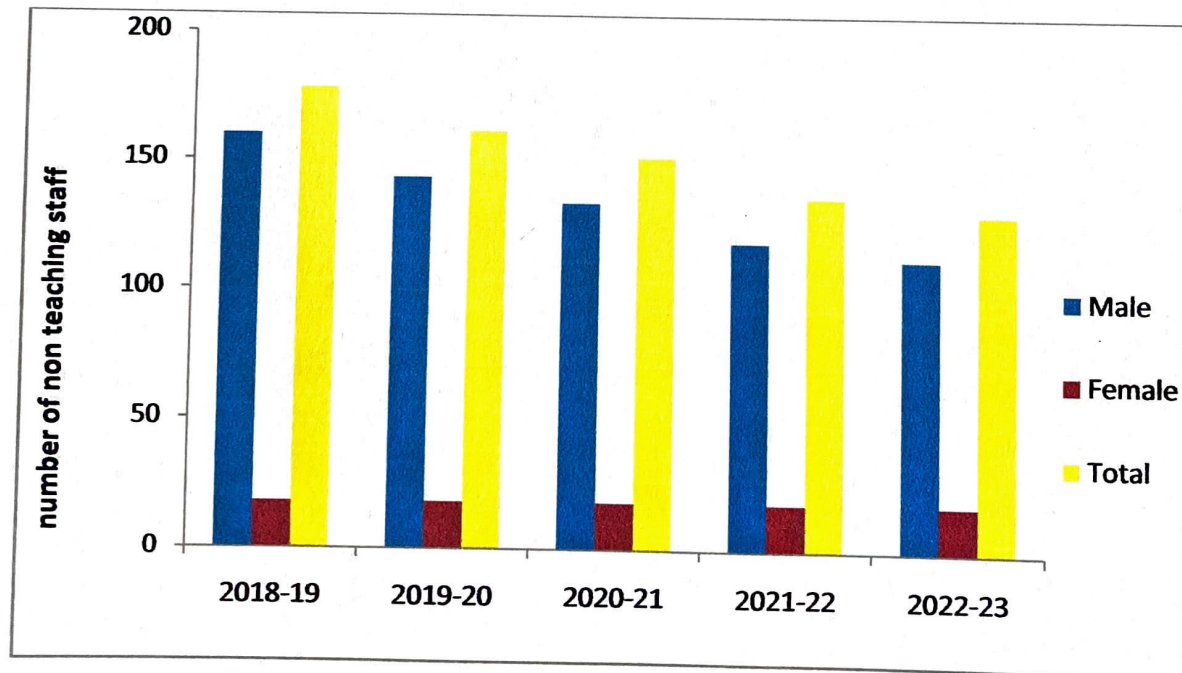
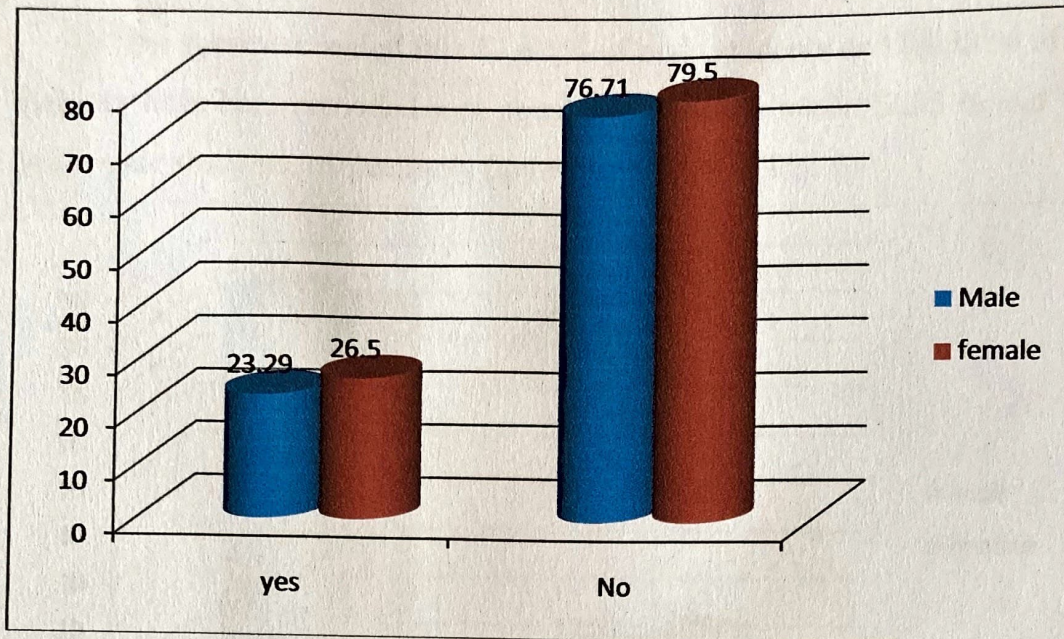


Fig. 3. Number of Male and female members in non teaching staff


 Registrar
 S.V.P. Uni. of Agri. & Tech.
 Meerut-250110 (U.P.)

Separate questionnaires were developed for teachers and students to conduct online survey through google forms.



The fig. 4 shows that 23.29% of male and 26.5 female students reported that they felt gender bias in the university while 76.71% of males and 79.5 % of females did not agree with any gender bias in the university.

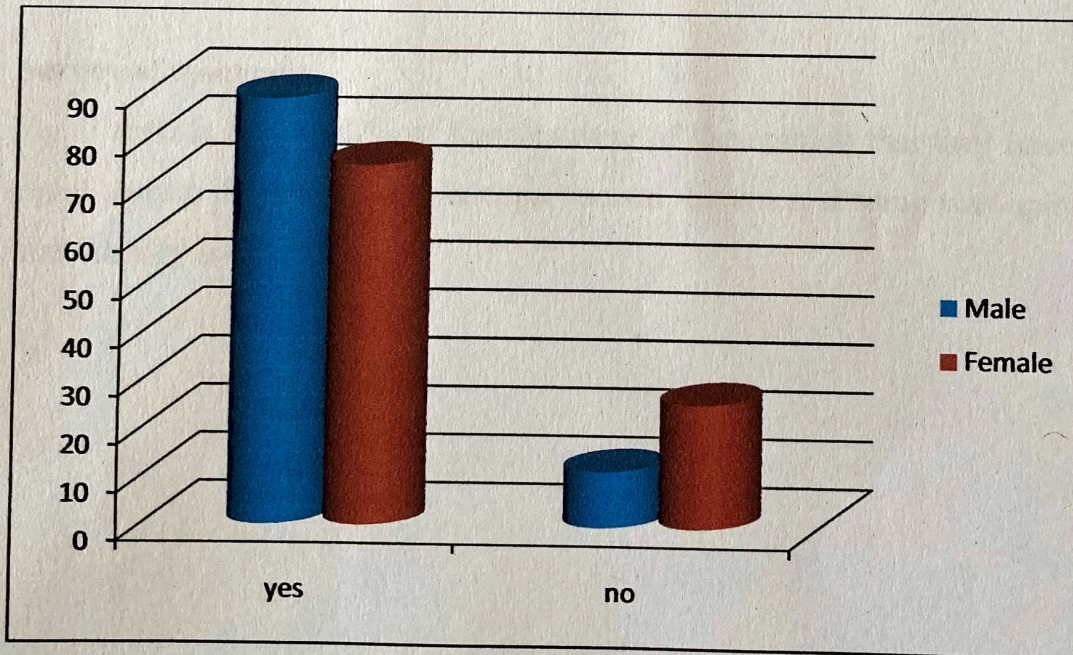


Fig. 5. Percentage of male and female students satisfied with safety measures

88.6 male students and 74.7 of the female students were satisfied with the safety and security measures provided in the university (Fig. 5).

Registrar

The survey revealed that 87.67 % of male students and 84.33 % of females agreed that they have been provided with equal opportunities while 12.33 % and 15.67% of male and female students, respectively opined differently. (Fig. 6)

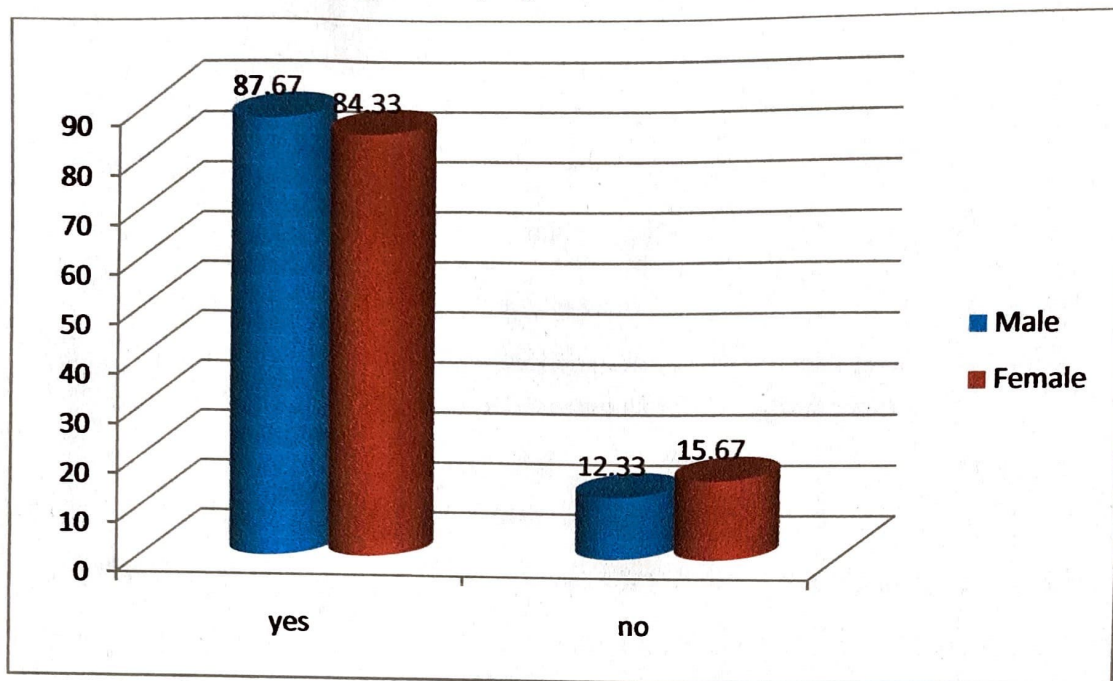


Fig. 6. Data on Equal opportunities to students

Survey of teachers:

Fig. 7 reveals that 87.5 % of females were of the opinion that they have been provided equal chance in participating in departmental matters and same was opined by 94.8% of male faculty members.


Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)

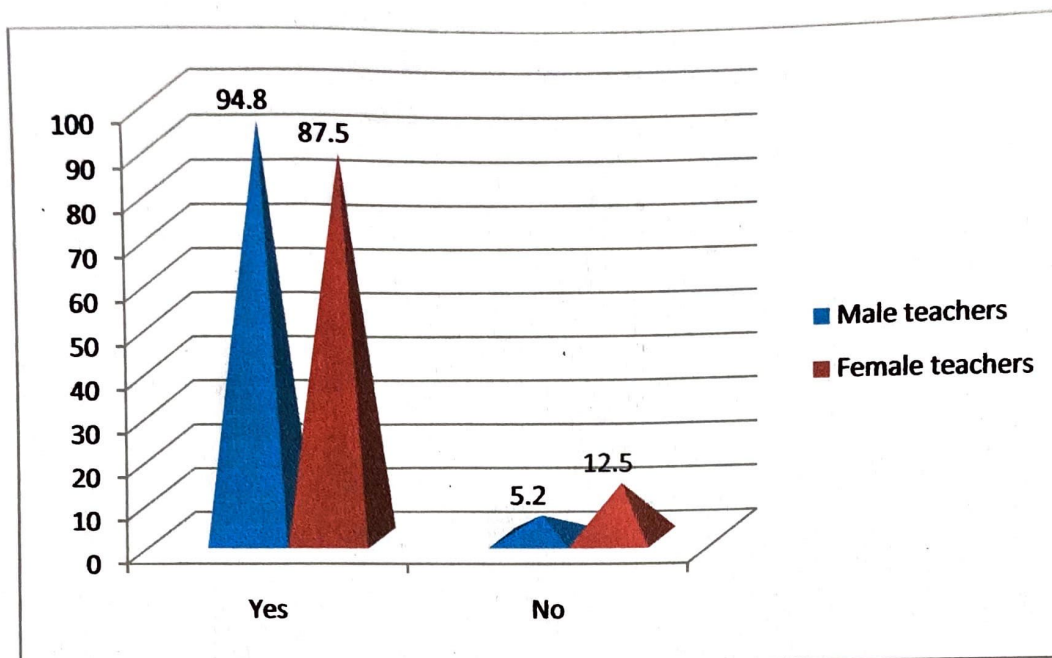


Fig. 7. Data on Equal participation of teachers in department

The table 1. given below shows the data collected regarding work load. 43.6% of males and 50% of female faculty reported that they have work load to a great extent, while 43.6% of males and 37.5% of female teachers have work load to some extent.

	Work load		
	Some extent	Great extent	Not at all
Male Faculty	43.6%	43.6%	12.8%
Female Faculty	37.5%	50%	12.5%

Table 1. Opinion regarding work load

The survey revealed that 87.5% of female faculty has agreed that they have not faced any discrimination in the allocation of infrastructural facilities while 12.5% of women are not agreed on it. On the other hand 5.2% of male faculty has faced discrimination while 94.8% have not. (Fig. 8)


 Registrar
 S.V.P. Uni. of Agri. & Tech.
 Meerut-250110 (U.P.)

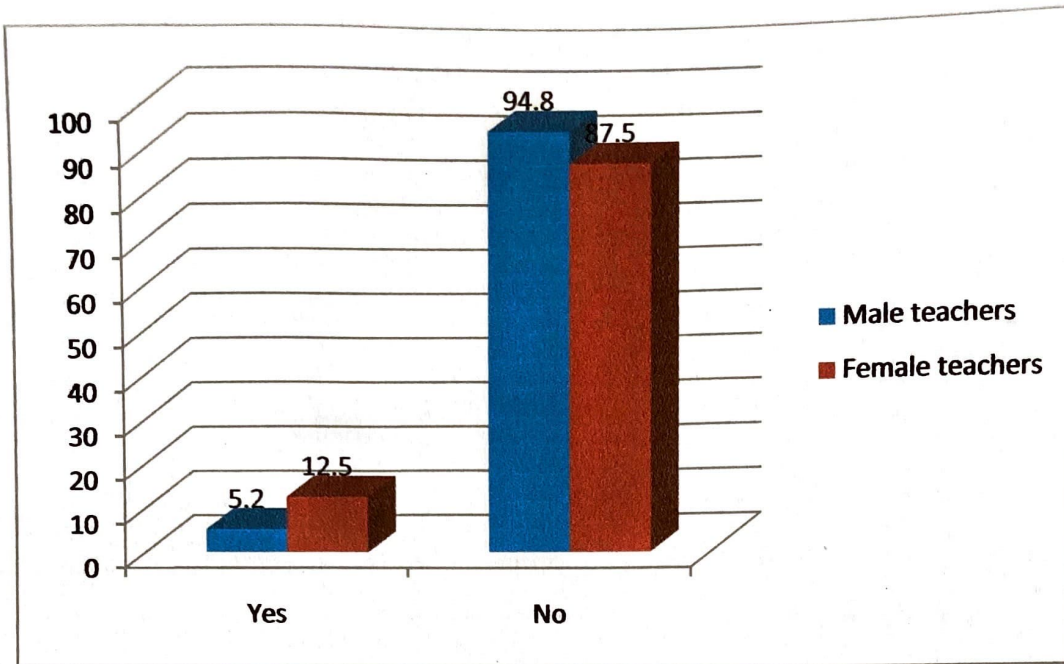


Fig. 8 Data regarding discrimination in the allocation of infrastructural facilities

Most of the teachers were of the opinion that they are easily getting leave benefits like Maternity leave, Child care leave, Earned leave or paternity leave (87.5% females and 94.8% males) Fig. 9.

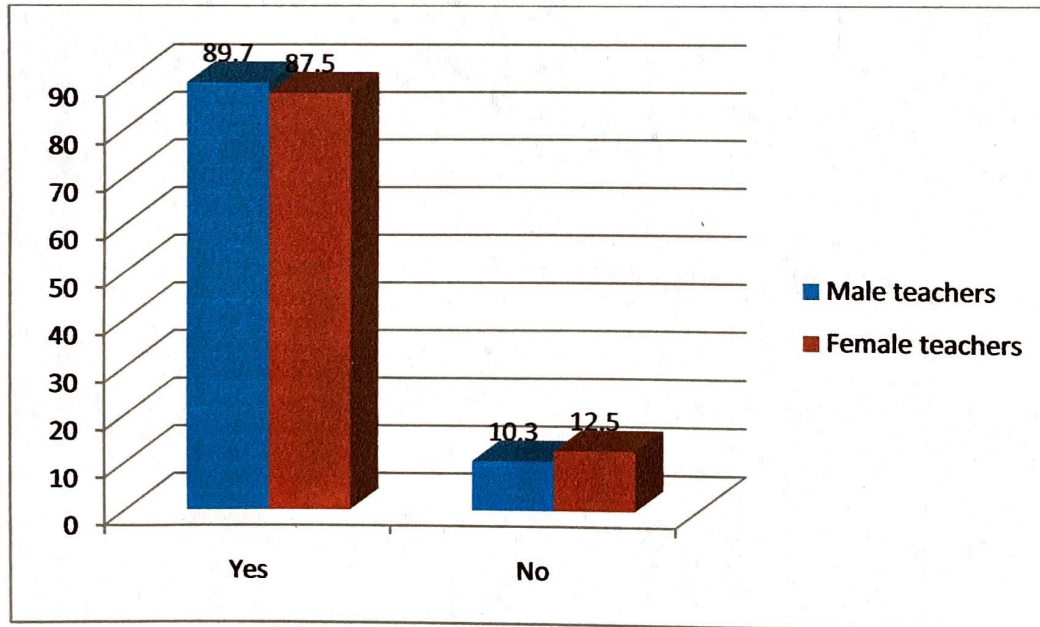


Fig. 9 Data regarding opinion on getting leave without difficulty


 Registrar
 S.V.P. Uni. of Agri. & Tech.
 Meerut-250110 (U.P.)

Gender Sensitization:

Gender sensitization is done through orientation, display of articles and counseling at advisor level. The university has annual gender sensitization programmes which are helpful in promoting gender sensitization. The year wise programmes are given below.

Annual gender sensitization plan (2018-2019)

S.No.	Name of Activity	Action by	Time line
1.	Sensitization of students for gender equity	Chairman WCC	Beginning of new academic year
2.	Counseling of students for gender equity	faculty members/ NSS units	Regular
3.	Make the rural women aware of their rights, role and their empowerment	Home Scientists at KVKs	Regular
4.	Training programmes exclusively for women	Directorate of Extension	Every month
5.	Organise cultural/sports activity	DSW office through ADSW cultural and ADSW sports for girls	October 2019 and December
6.	Encourage girl students for scholarship schemes	DSW	January 2019
7.	Celebrate International Women's Day	Faculty members/Deans/ NSS units	March 2019

Annual gender sensitization plan

(2019-2020)

S.No.	Name of Activity	Action by	Time line
1.	Sensitization of students for gender equity	Chairman WCC	Beginning of new academic year
2.	Counseling of students for gender equity	faculty members/ NSS units	Regular
3.	Meetings of the anti ragging committee/ disciplinary committee to discuss the issues related to girls	Anti ragging committee and disciplinary committee	July- August 2019
4.	Programmes for awareness of the rural women	Home Scientists at KVKs	Regular
5.	Training programmes for women	KVKs/Directorate of Extension	Every month
6.	Organise cultural/sports activity	DSW office through ADSW cultural and	October 2020


Registrar
S. & Tech

		ADSW sports for girls	
7.	Encourage girl students for various scholarship schemes	DSW	January 2020
8.	Celebrate International Women's Day	Faculty members/Deans/ NSS units	March 2020

Annual gender sensitization plan

(2020-2021)

S.No.	Name of Activity	Action by	Time line
1.	Sensitization of students for gender equity	Chairman WCC	Beginning of new academic year
2.	Counseling of students for gender equity	faculty members/ NSS units	Regular
3.	Meetings of the anti ragging committee/ disciplinary committee to discuss the issues related to girls	Anti ragging committee and disciplinary committee	July- August 2020
4.	Programmes for awareness of the rural women	Home Scientists at KVKs	Regular
5.	Training programmes for women	Directorate of Extension/KVKs	Every month
6.	Organise cultural/sports activity	DSW office through ADSW cultural and ADSW sports for girls	October 2020
7.	Increase awareness and information about gender equity	WCC	time to time
8.	Encourage and help girl students for applying to various scholarship schemes	DSW	January 2020
9.	Celebrate International Women's Day	Faculty members/Deans/ NSS units	March 2020

Annual gender sensitization plan

(2021-2022)

S.No.	Name of Activity	Action by	Time line
1.	Workshop cum Brain storming session on Women Empowerment through Agriculture.		October 2021
2.	Counseling of students for gender equity	faculty members/ NSS units/WCC	Regular
3.	Meetings of the anti ragging committee/ disciplinary committee to discuss the issues related to girls	Anti ragging committee and disciplinary committee	July- August 2021
4.	Programmes for awareness of the rural women	Home Scientists at KVKs	Regular
5.	Training programmes particularly for	Directorate of	Every month


 Registrar
 S.V.P. Uni. of Agri. & Tech.
 Meerut-250110 (U.P.)

	women	Extension/KVKs	
6.	Organise programmes as per the guidelines provided for Mahila Adhyayan Kendra	Chairman, Mahila Adhyayan kendra Samiti	As per the guidelines
7.	Organise cultural/sports activity	DSW office through ADSW cultural and ADSW sports for girls	October 2021
8.	Encourage and help girl students for various scholarship schemes	DSW	January 2022
9.	Celebrate International Women's Day	Faculty members/Deans/ NSS units	March 2022

**Annual gender sensitization plan
(2022-2023)**

S.No.	Name of Activity	Action by	Time line
1.	Sensitization of students for gender equity	Chairman WCC	Beginning of new academic year
2.	Counseling of students for gender equity	faculty members/ NSS units	Regular
3.	Meetings of the anti ragging committee/ disciplinary committee to discuss the issues related to girls	Anti ragging committee and disciplinary committee	July- August 2022
4.	Programmes for awareness of the rural women	Home Scientists at KVKs	Regular
5.	Training programmes for women	KVKs /Directorate of Extension	Every month
6.	Organise cultural/sports activity	DSW office through ADSW cultural and ADSW sports for girls	October 2023
7.	Encourage girl students for various scholarship schemes	DSW	
8.	Mahila sashaktikaran hetu hunar se rozgaar	Directorate of Extension	March 2023
9.	Celebrate International Women's Day	Faculty members/Deans/ NSS units	March 2023

- ❖ **Safety and Security:** In terms of safety and security, the girls of the university are provided a safe environment. There are lady guards, CCTV cameras installed in the university. Articles on information related to gender sensitization, helpline numbers etc. are displayed in the university. Separate women friendly washrooms are available in all buildings.
- ❖ **The Women Complaint Committee:** It is in place to look into cases of Sexual harassment at work place (As per the Prevention, Prohibition and Redressal Act, 2013). No complaints of


 Registrar
 S.V.P. Uni. of Agri. & Tech.
 Meerut-250110 (U.P.)

sexual harassment against women have been received in the last five years. Recently a Policy on Internal Complaint Committee has also been approved in the university.

- ❖ **ICC policy:** Recently, the ICC policy of the university has been approved.
- ❖ **Facilities:** Equal opportunities and facilities in terms of curricular and extra curricular activities are provided to the girls as well as the female staff and faculty members. Girls' hostels are well equipped for mess facility, common rooms, indoor games, indoor gym etc.
- ❖ **Mahila Adhyayan Kendra:** A dedicated Mahila adhyayan kendra has been established in the department of Basic Science.
- ❖ **Child care leave and maternity leave,** as per rules applicable, are sanctioned to all female faculty or nonteaching staff members.
- ❖ **Equal opportunities in teaching-research etc,** are given to female faculty members. All policies, rules and regulations are similar for male and female members.



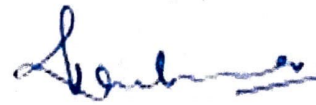
Neelesh Chauhan
OIC Electrical
Member secretary



Manoj Kumar Singh
OIC Garden section
Member



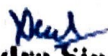
Archana Arya
Chairman, WCC
Member



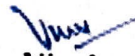
Rachna Verma
Professor
Member



Gopal Singh
Jt. Director
Member



Bijendra Singh
Dean (Hort.)
Member



Vivek
Dean (Ag.)
Member



Anita Rana
Director
Janhit Foundation



B.R. Singh
Registrar
Chairman



Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)



Registrar
S.V.P. Uni. of Agri. & Tech.
Meerut-250110 (U.P.)