

GENDER AUDIT
OF
JAIPUR ENGINEERING COLLEGE AND
RESEARCH CENTRE, JAIPUR

2019-20



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1.0 About JECRC

Jaipur Engineering College & Research Centre (JECRC) University, through their constant endeavour to deliver industry driven education have been successful in establishing a name for themselves in the education sector of the country. Engineering education provided in Jaipur engineering college & Research Centre (JECRC) is both theoretical and practical, preparing the students to match the expectations and requirements of the industry.

2.0 Gender Audit

As the Institute constantly strives to improve and excel in gender mainstreaming a need was felt to carry out a gender audit to assess the level of integration of gender equity in all the programs and initiatives of JECRC.

Following were they key areas of enquiry:

1. Gender sensitisation conducted for staff as well as students
2. Equal access to teaching and learning facilities by male, female and other students
3. College conducts awareness programs such as awareness on sexual harassment
4. College has adequate number of separate toilets for females both in teaching facility as well as in residential/ hostel campus.
5. Disposal bins are provided in female toilets
6. Adequate lighting is provided inside campus at all places (corridors, classrooms, common areas) during night
7. Adequate security arrangements with a special focus on the needs of female staff and students
8. Grievance redressal mechanism is established.
9. Provision of equitable platforms (sports, cultural, literary) for all students to exhibit their talents
10. Promotion of communication that represents gender equity
11. Balanced gender quota in hiring
12. Female/ Male ratio
13. Percentage of females in leadership positions
14. Availability of health facilities for girl students

3.0 Student's Gender Equality audit feedback Analysis:

1) Tables of Gender Balance 2018-19 to 2019-2020:

Gender Equity Audit of Faculties

| Year | Male Faculty | Female Faculty | Total Strength | Sanctional Strength |
|---------|--------------|----------------|----------------|---------------------|
| 2019-20 | 143 | 85 | 228 | 256 |
| 2018-19 | 151 | 88 | 239 | 186 |

The table shows year wise gender comparison of male and female Faculty members in the college.

Gender Equity Audit of Students

| Batch | Male Students | Female Students | Total Strength |
|---------|---------------|-----------------|----------------|
| 2019-20 | 724 | 177 | 901 |
| 2018-19 | 689 | 153 | 842 |

The table shows year wise gender comparison of male and female percentage of students and total admissions in the college.

This gender audit is a part of our commitment to promote and mainstream gender equity in curricular as well as co-curricular activities of JECRC. In our professional judgement, sufficient and appropriate audit procedures were completed and evidence gathered to support the accuracy of the conclusions reached and contained in this report.

As we took surveys and interviews from Female faculty members and girl students from our college, the following analysis has been drawn, a total of 209 Responses have been recorded:

| Q.No.\ level | 1 | 2 | 3 | 4 | 5 |
|--------------|----|----|----|----|-----|
| 1 | 5 | 15 | 47 | 74 | 68 |
| 2 | 6 | 6 | 38 | 83 | 76 |
| 3 | 10 | 15 | 54 | 66 | 64 |
| 4 | 4 | 3 | 33 | 48 | 121 |
| 5 | 2 | 6 | 16 | 56 | 129 |
| 6 | 5 | 12 | 49 | 78 | 65 |
| 7 | 1 | 10 | 37 | 71 | 90 |
| 8 | 11 | 16 | 43 | 63 | 76 |
| 9 | 31 | 17 | 36 | 70 | 55 |
| 10 | 32 | 21 | 47 | 63 | 46 |
| 11 | 6 | 12 | 34 | 76 | 81 |
| 12 | 20 | 15 | 51 | 70 | 53 |

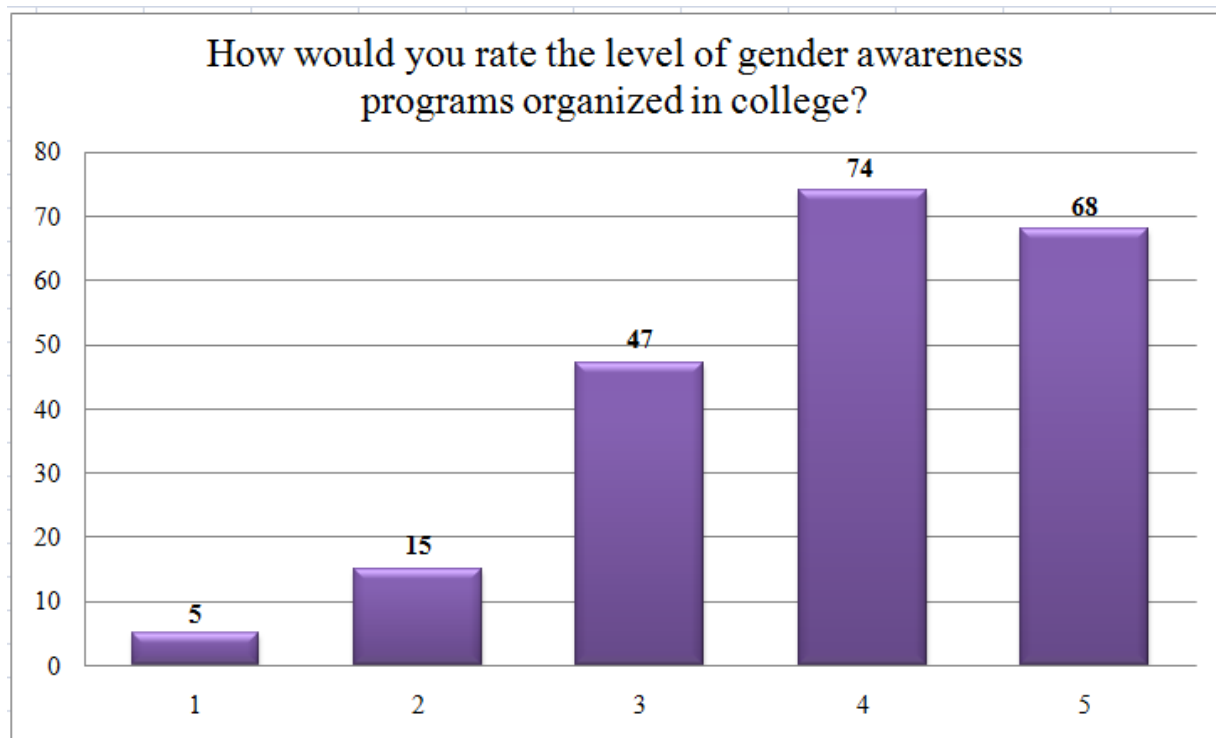
This table shows the number of questions which were asked during the survey and their responses have been recorded and shown by the graphs given below.

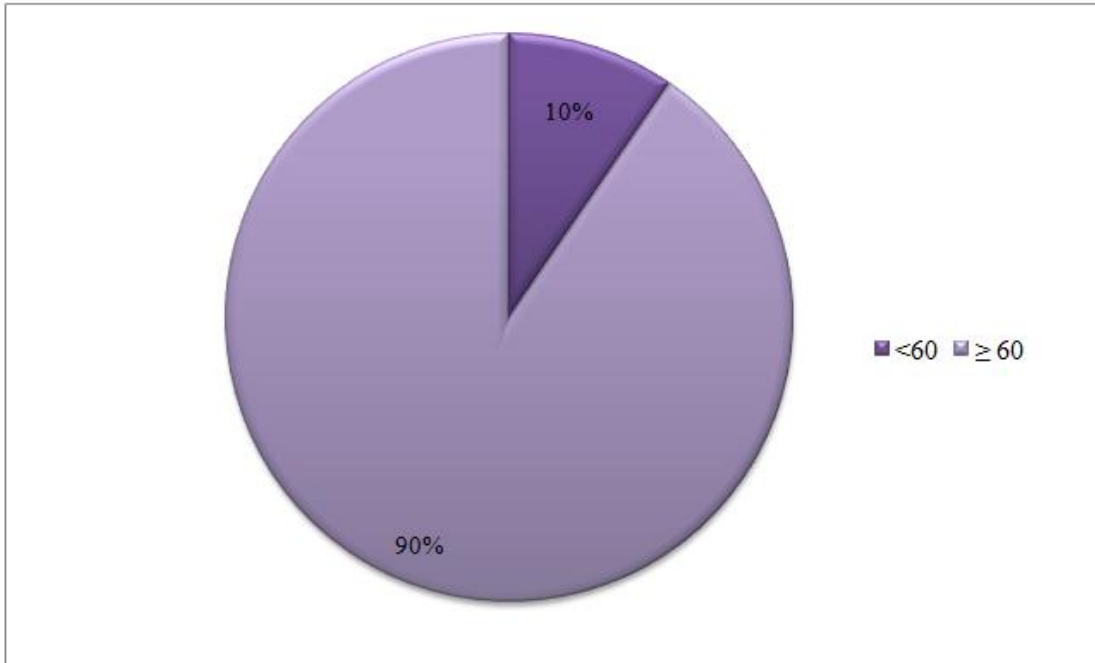
4.0 Audit Framework and detailed findings:

The following audit framework is used for conducting Gender Audit. The framework also lists the findings and observations for every criterion.

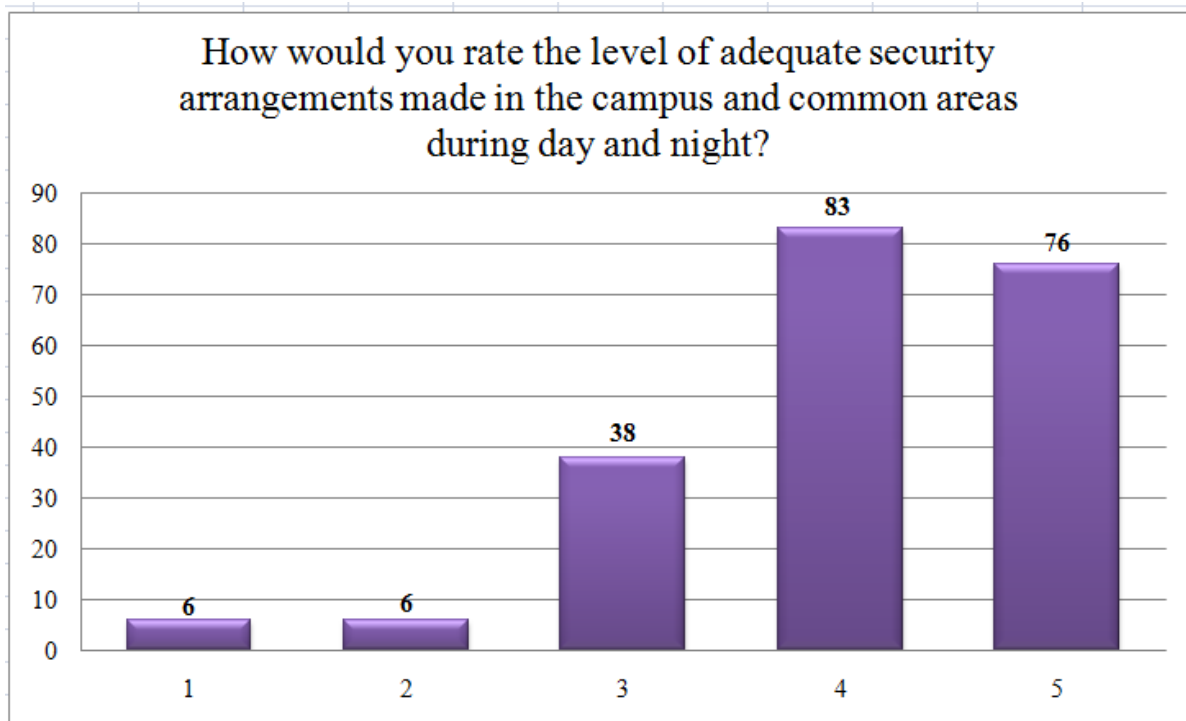
| Control Objective | Option | | | | |
|---|--------|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| How would you rate the level of gender awareness programs organized in college? | | | | | |
| How would you rate the level of adequate security arrangements made in the campus and common areas during day and night? | | | | | |
| How would you rate the benefits of women cell and grievance cell in the college? | | | | | |
| How would you rate the level of equality offered by a classroom and laboratory to all genders? | | | | | |
| How would you rate the level of equality offered by library to all genders? | | | | | |
| How would you rate the level of Gender sensitization program conducted for security personnel deployed at the campus? | | | | | |
| How would you rate the level of adequate and safe transport options available for girl students? | | | | | |
| How would you rate the level of care taken by the office for separate queues for girls during various administrative procedures such as fee | | | | | |

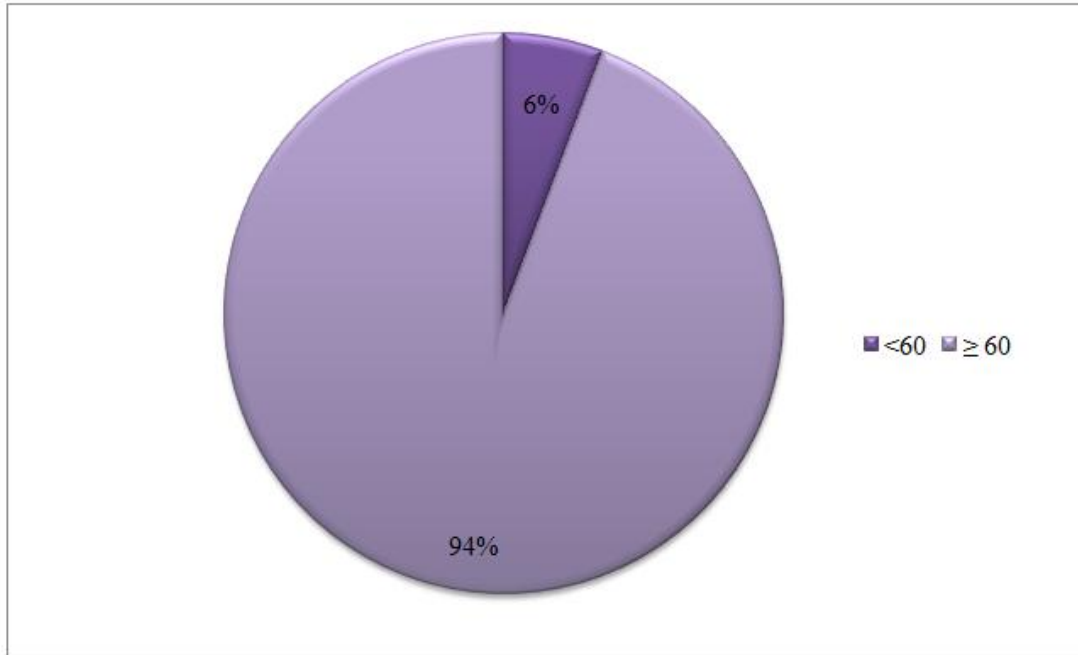
| | | | | | |
|---|--|--|--|--|--|
| deposition, office work etc. | | | | | |
| How would you rate the facility of toilets available in the campus for girl's? | | | | | |
| How would you rate the level of adequate facilities available inside the toilet keeping in mind the need of the girl students? | | | | | |
| How would you rate the level of lighting available inside the campus including like adequate light in corridor, class rooms, common areas, toilets etc? | | | | | |
| How would you rate the level of Healthcare facilities available to girl students at the campus? | | | | | |



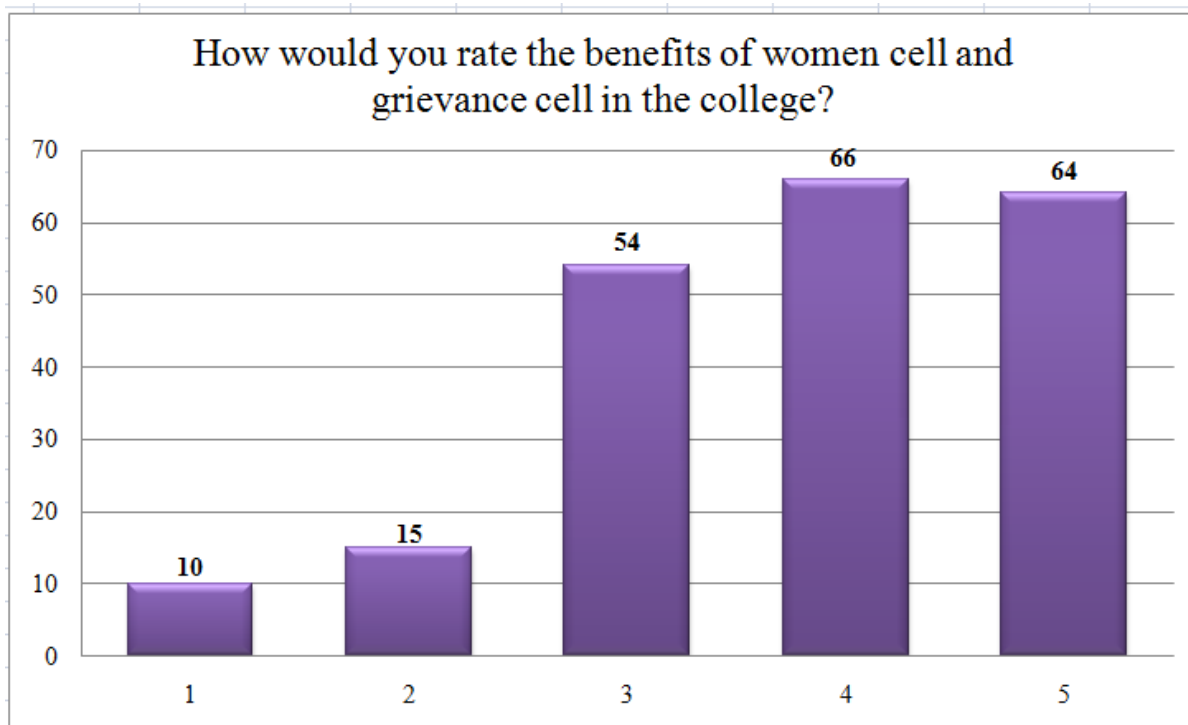


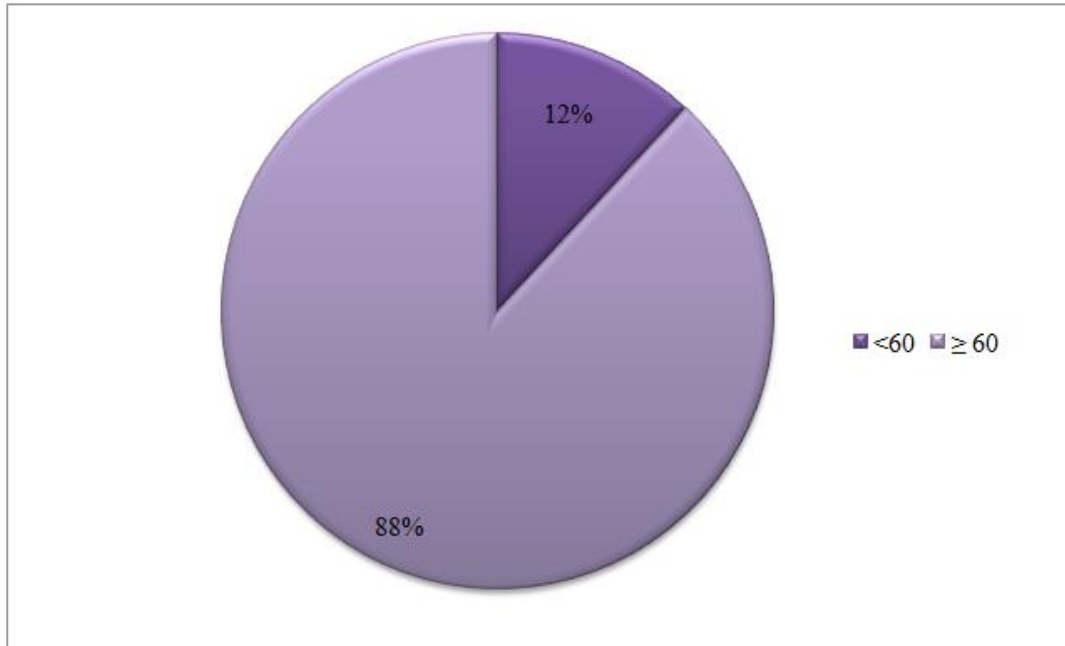
The graph shows that 90% of the survey was in the favour of the gender awareness program. Majority of students satisfy with the level of gender awareness programs organized in college. IQAC advised to enhance the level and frequency of the gender awareness programs in the campus.



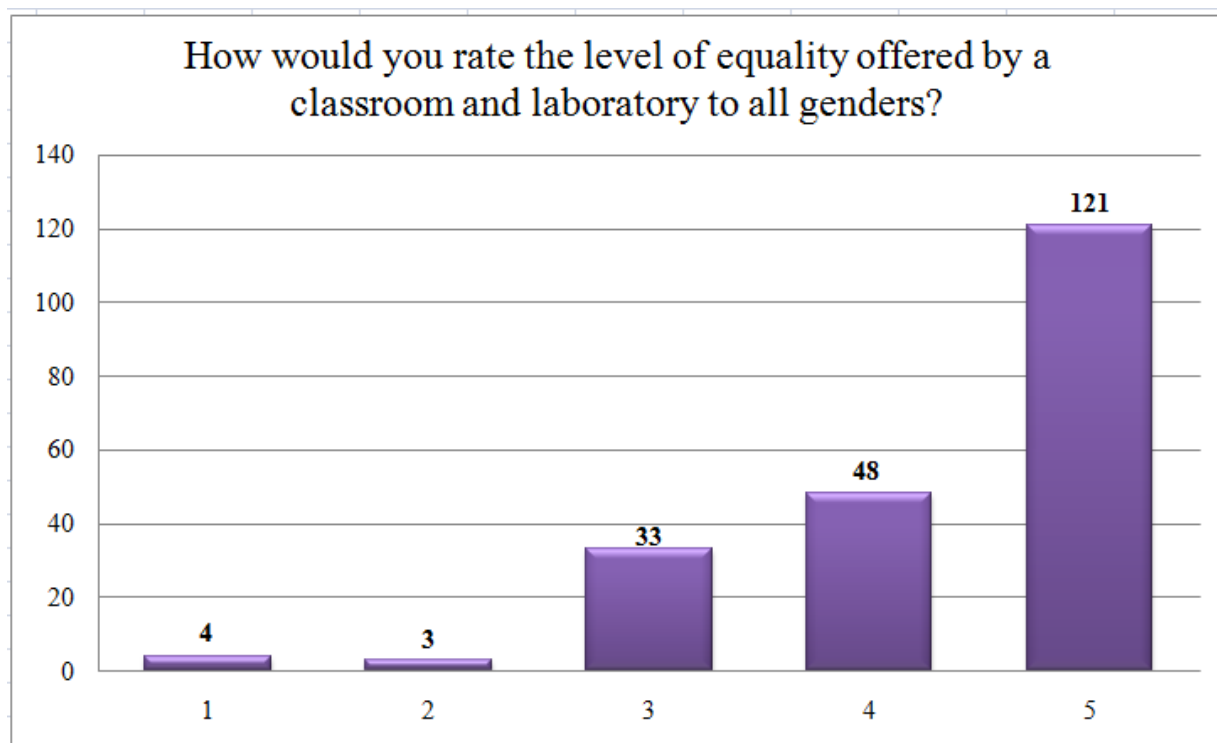


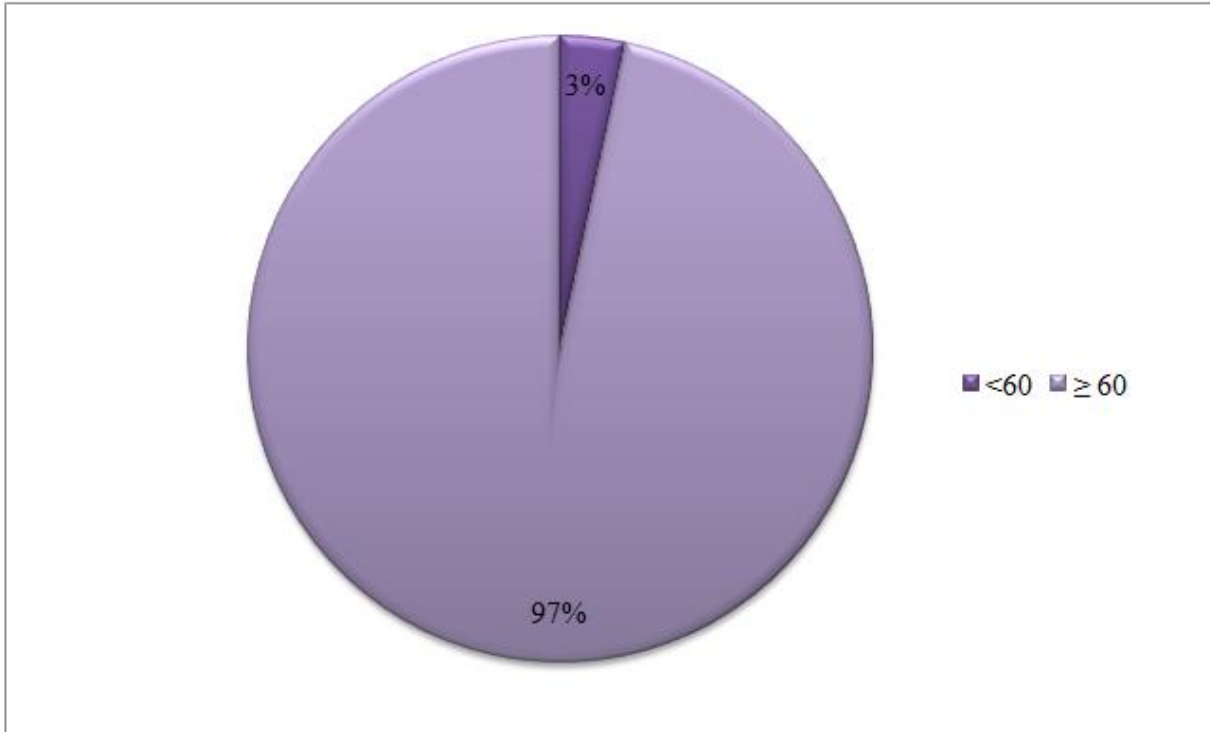
The graph shows that 94% of the surveys are satisfied with the adequate security arrangements made in the campus and common areas during day and night. Students appreciate the security arrangements made in the campus. IQAC advised to security incharge/campus incharge to increase the security arrangement and proper lightning in the campus.





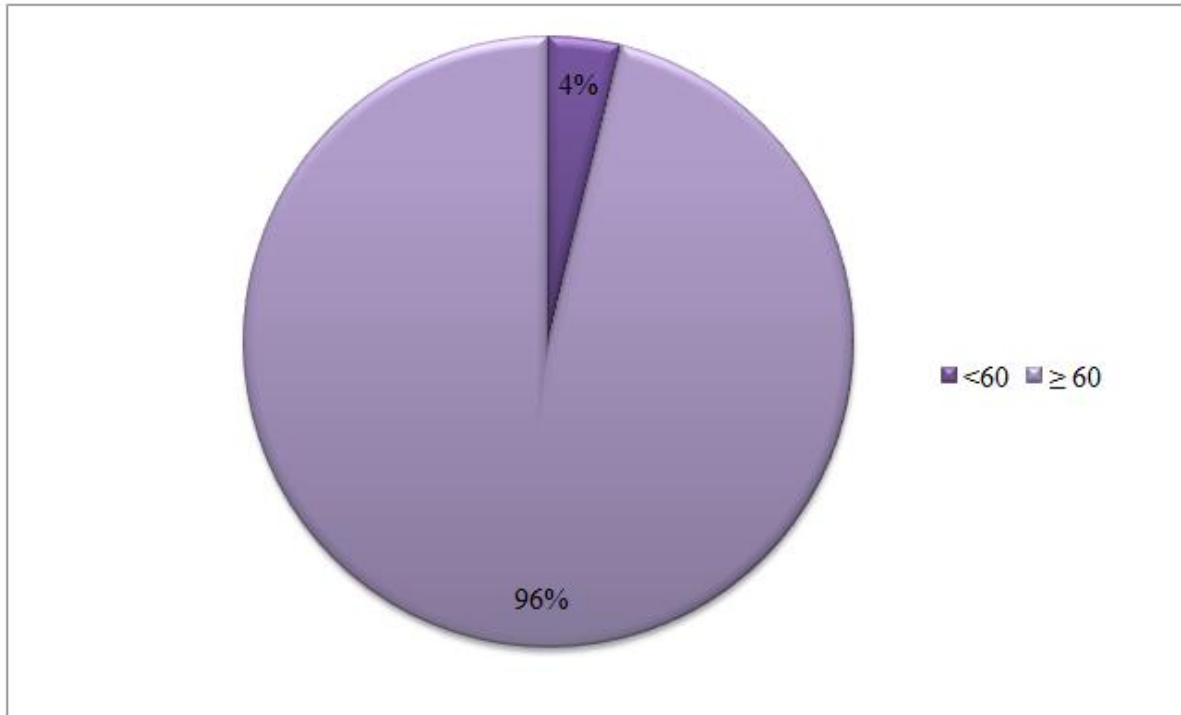
The graph shows that the 88% of the surveys conducted get the benefits of women cell and grievance cell in the college. Mostly students aware with the benefits of women cell and grievance cell. IQAC advised to arrange guest lectures, seminar awareness programs, life-skills training programs and welfare activities to let students know that cell is meant to facilitate women empowerment.



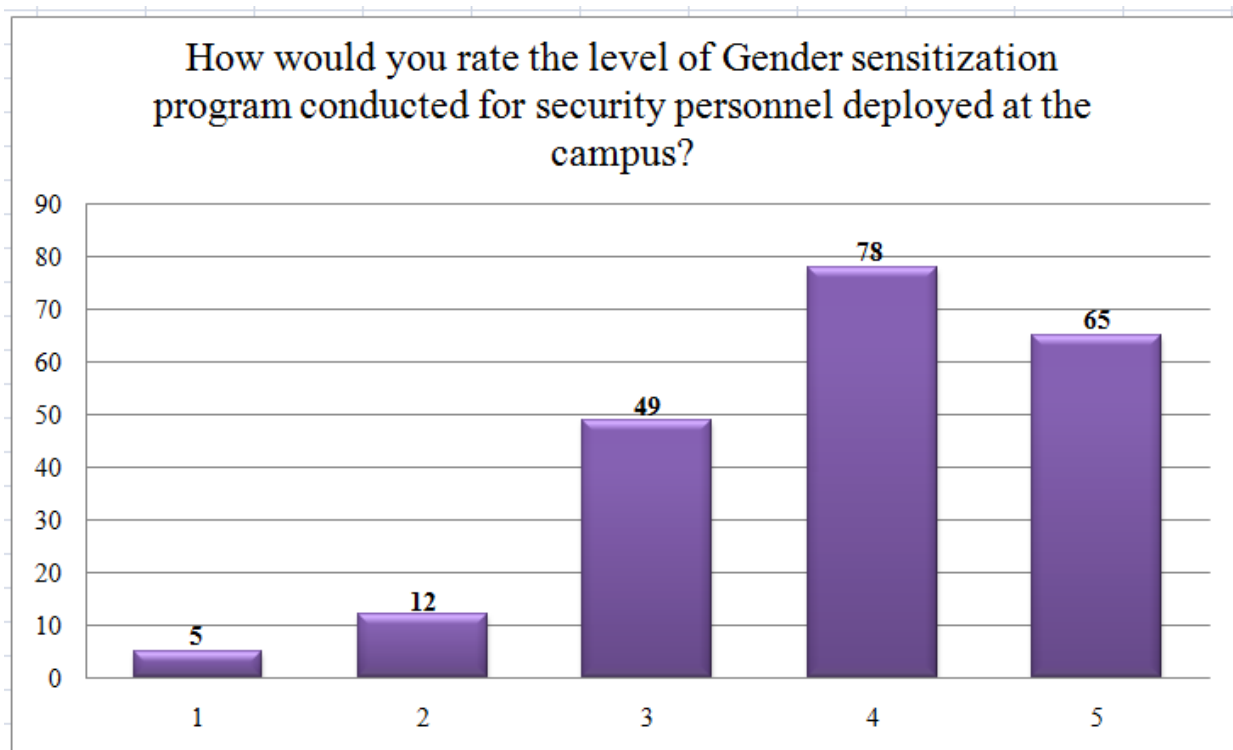


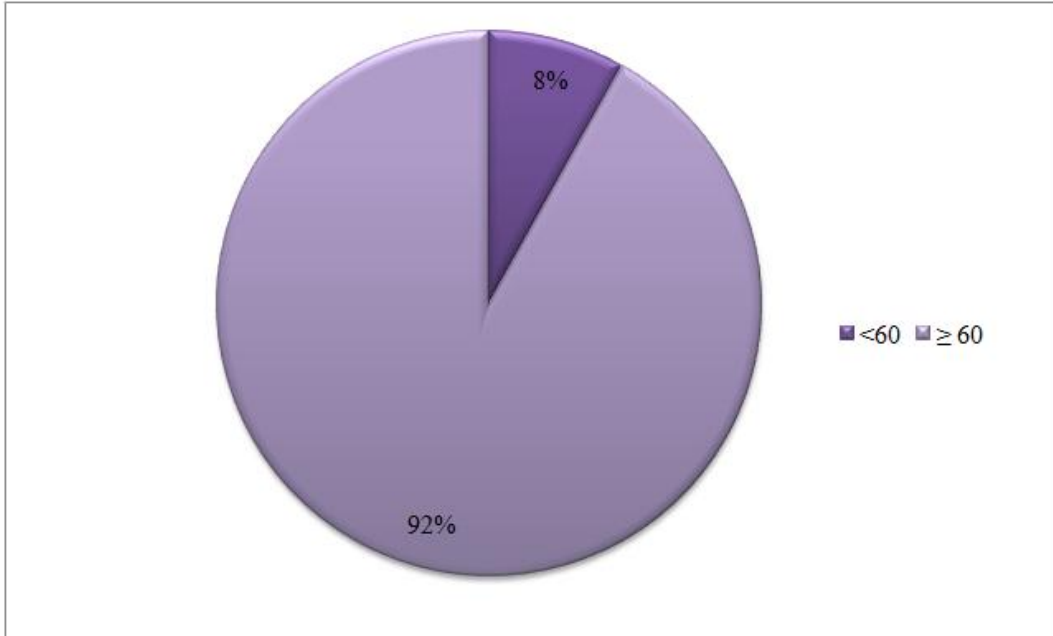
The graph shows that 97% of the surveys are in favour of the equality offered by a classroom and laboratory to all genders.



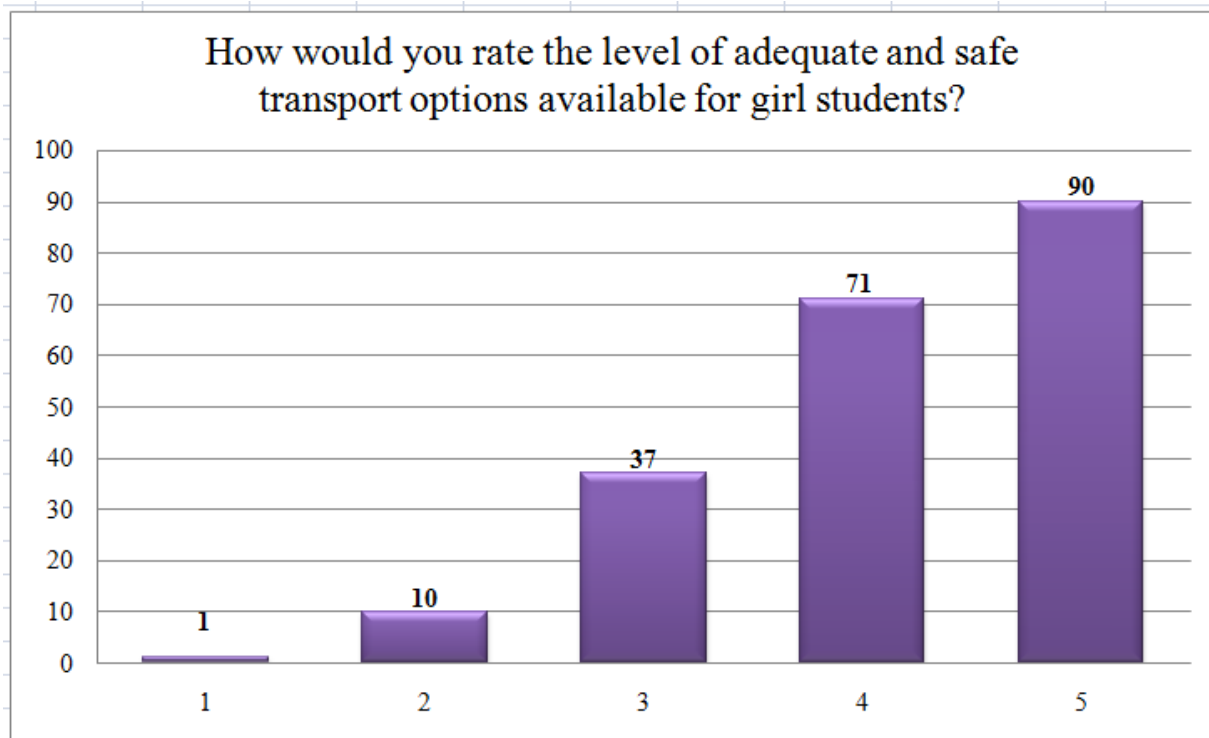


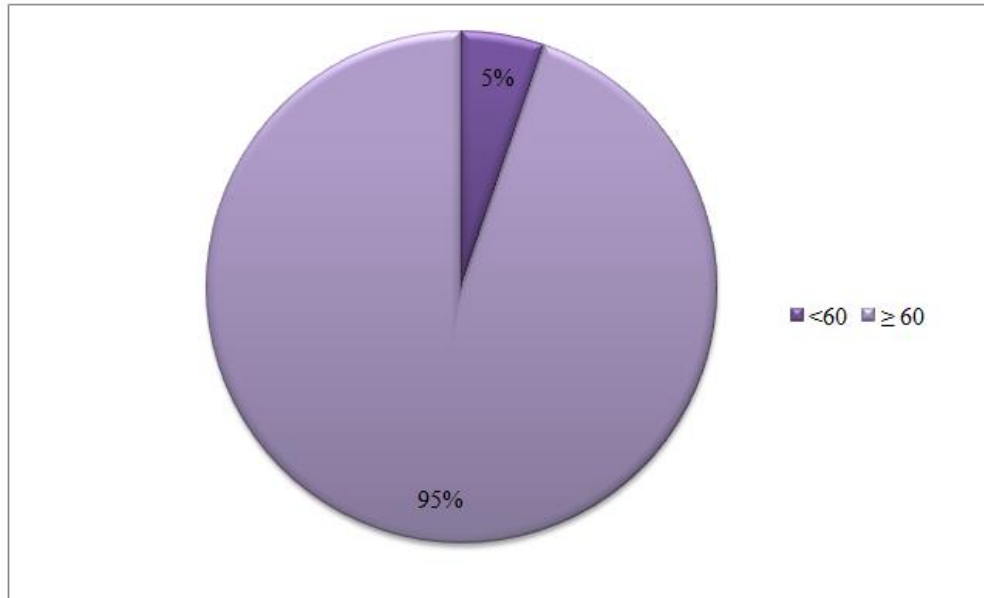
The graph shows that 96% of the surveys are satisfied with the equality offered by library to all genders. Majority of students appreciate the genders equality offered by library to all genders. IQAC advised to library staff to pay equal attention and use gender-neutral language.



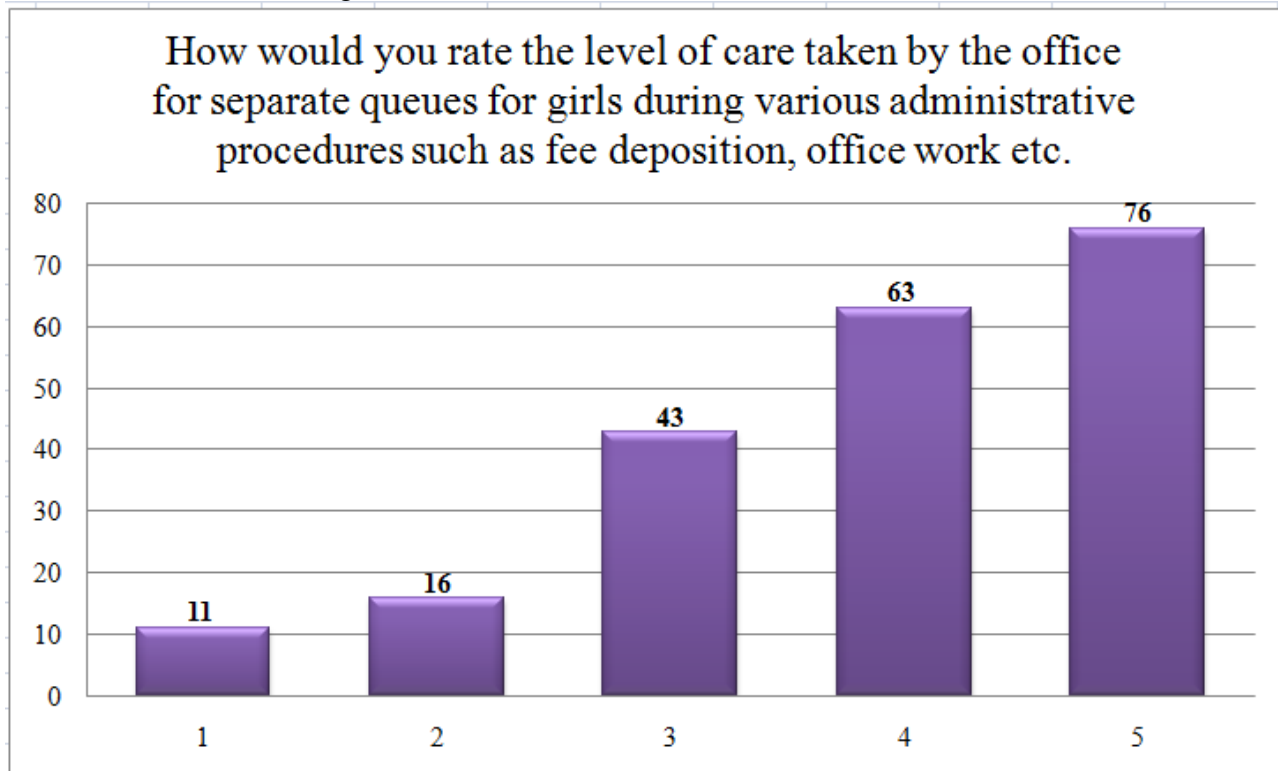


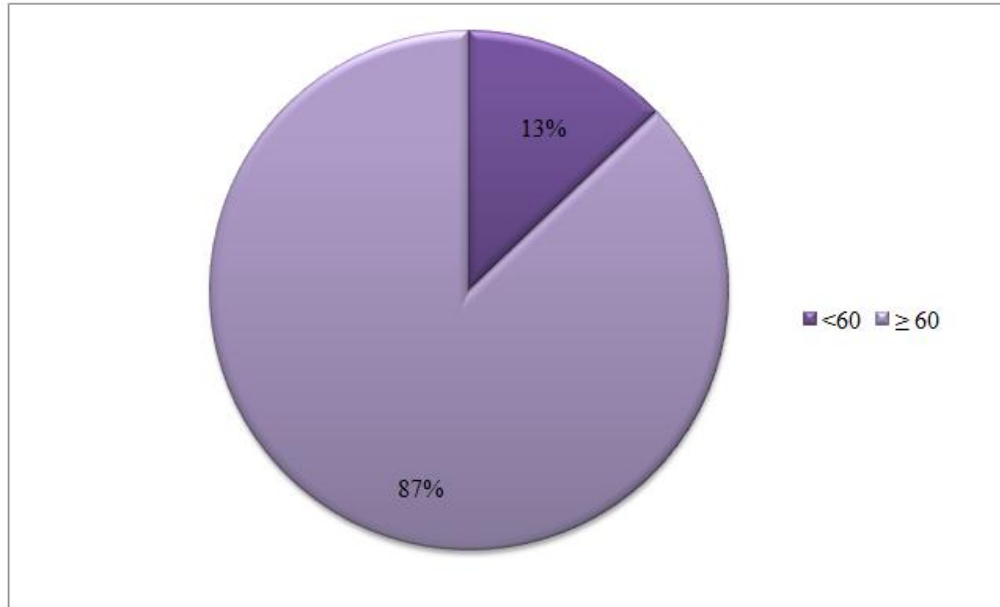
The graph shows that the 92% of the surveys are in favour of Gender sensitization program conducted for security personnel deployed at the campus. Students appreciate the gender sensitization program conducted for security personnel deployed at the campus. IQAC advised to enhance the frequency of such programmes.



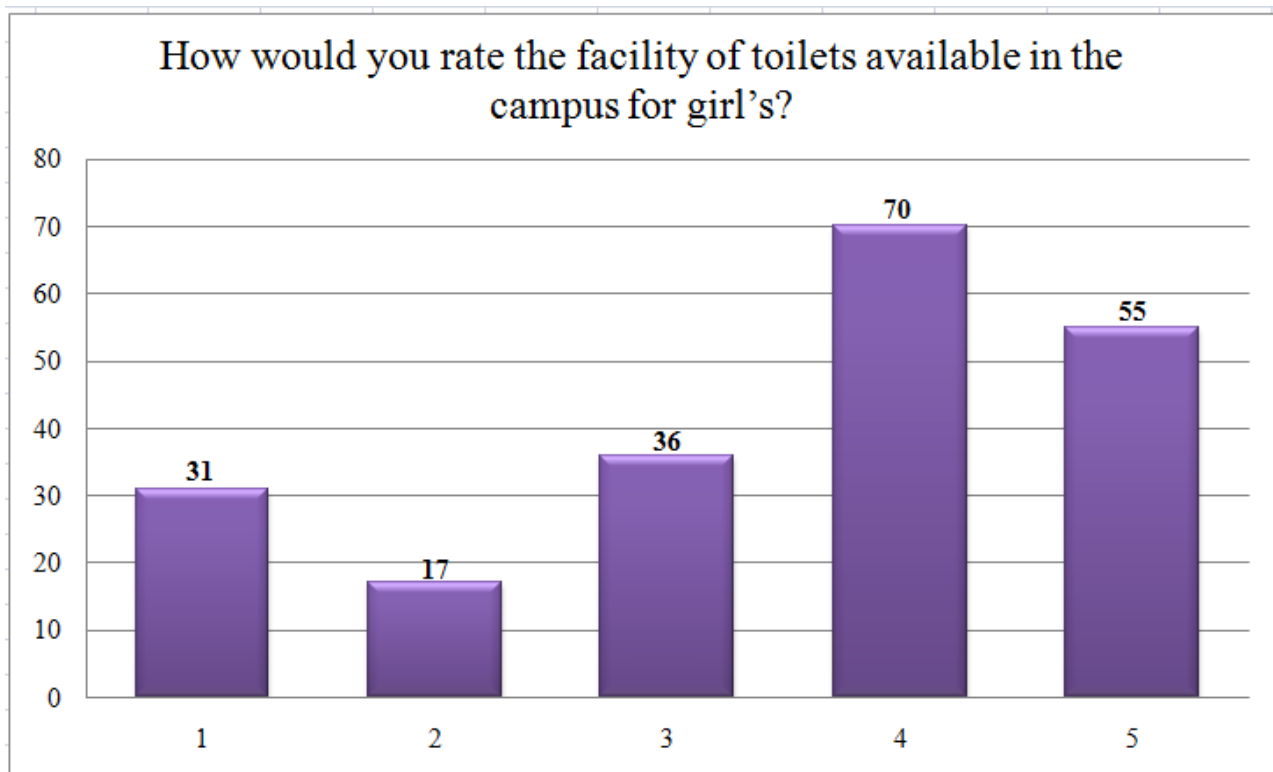


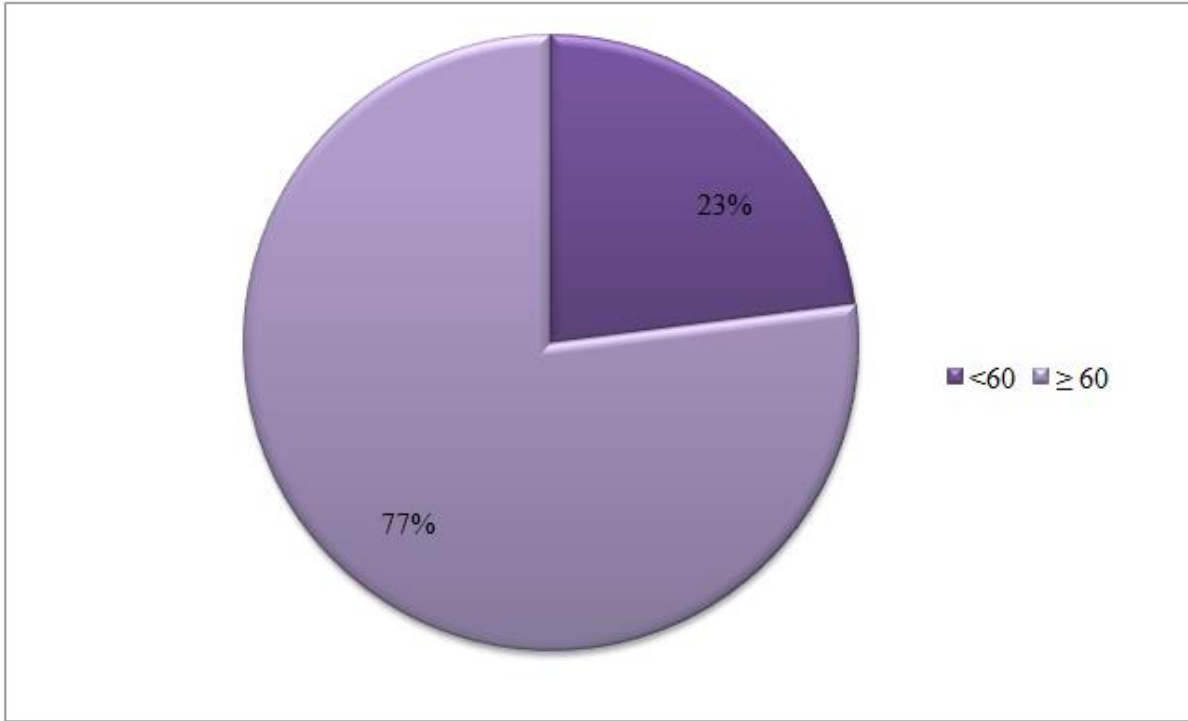
The graph shows that 95% of the surveys are in favour of adequate and safe transport options available for girl students. Safety of students / employees is a major concern of the college. Most students appreciated the adequate and safe transportation options available at the college. In addition, the transport in-charge has been instructed to optimize vehicle scheduling and ensure availability of some vehicles on campus at any time. Also, talk with the drivers and give instructions for safe driving.



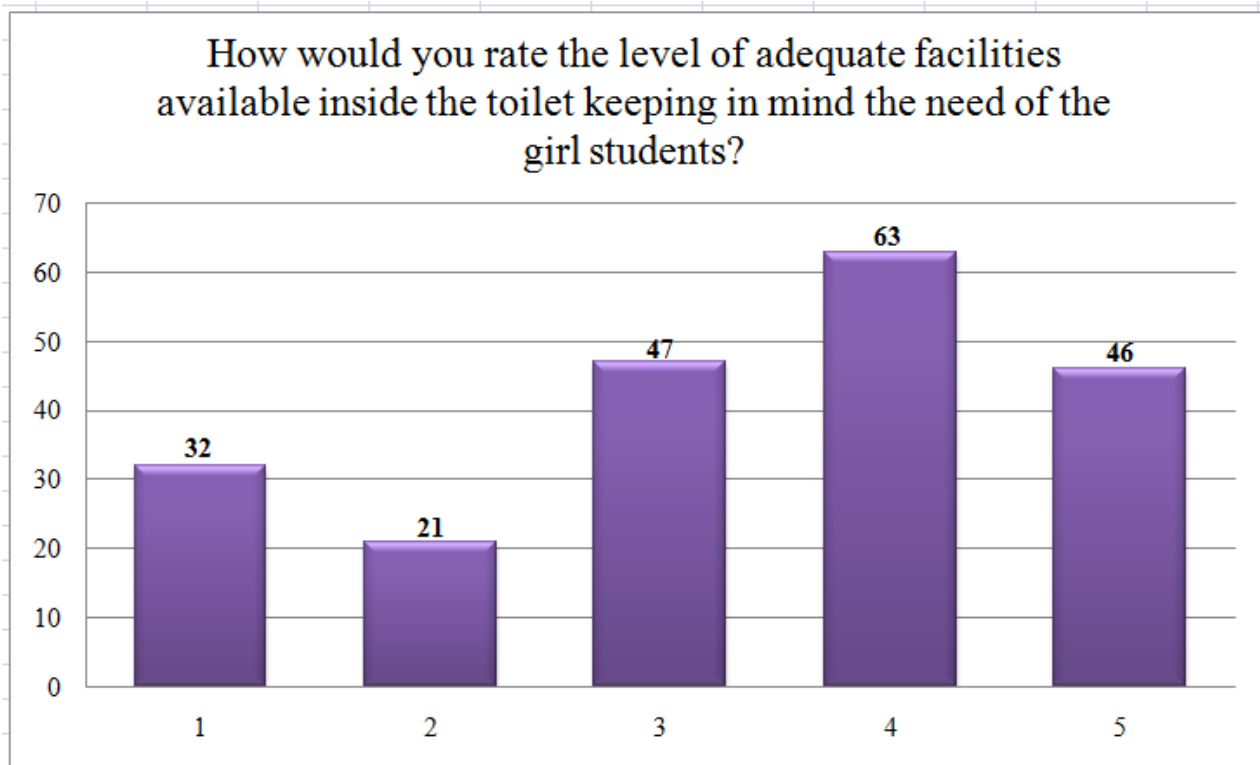


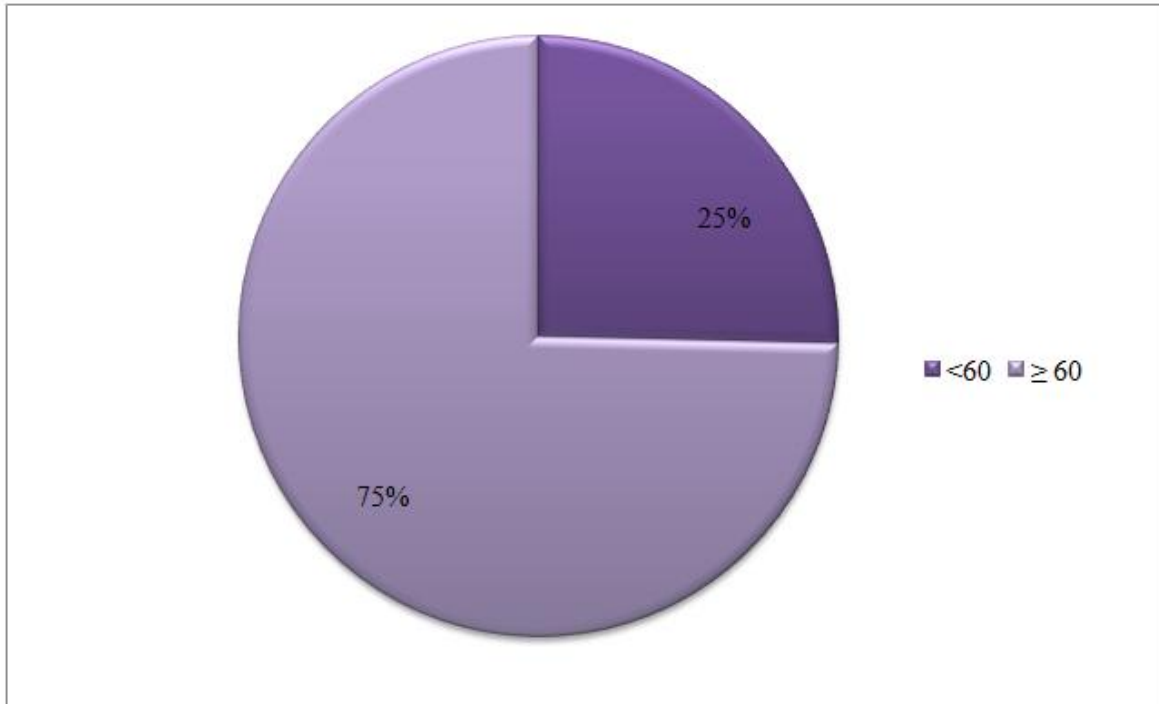
The graph shows that 87% of surveys are in favour of the care taken by the office for separate queues for girls during various administrative procedures such as fee deposition, office work etc. Mostly students satisfied the care taken by the office for separate queues for girls during various administrative procedures. IQAC advised to administrative office to maintain separate queues for girls for various administrative procedures and promote online system for administrative procedures such as fee deposition, office work etc.



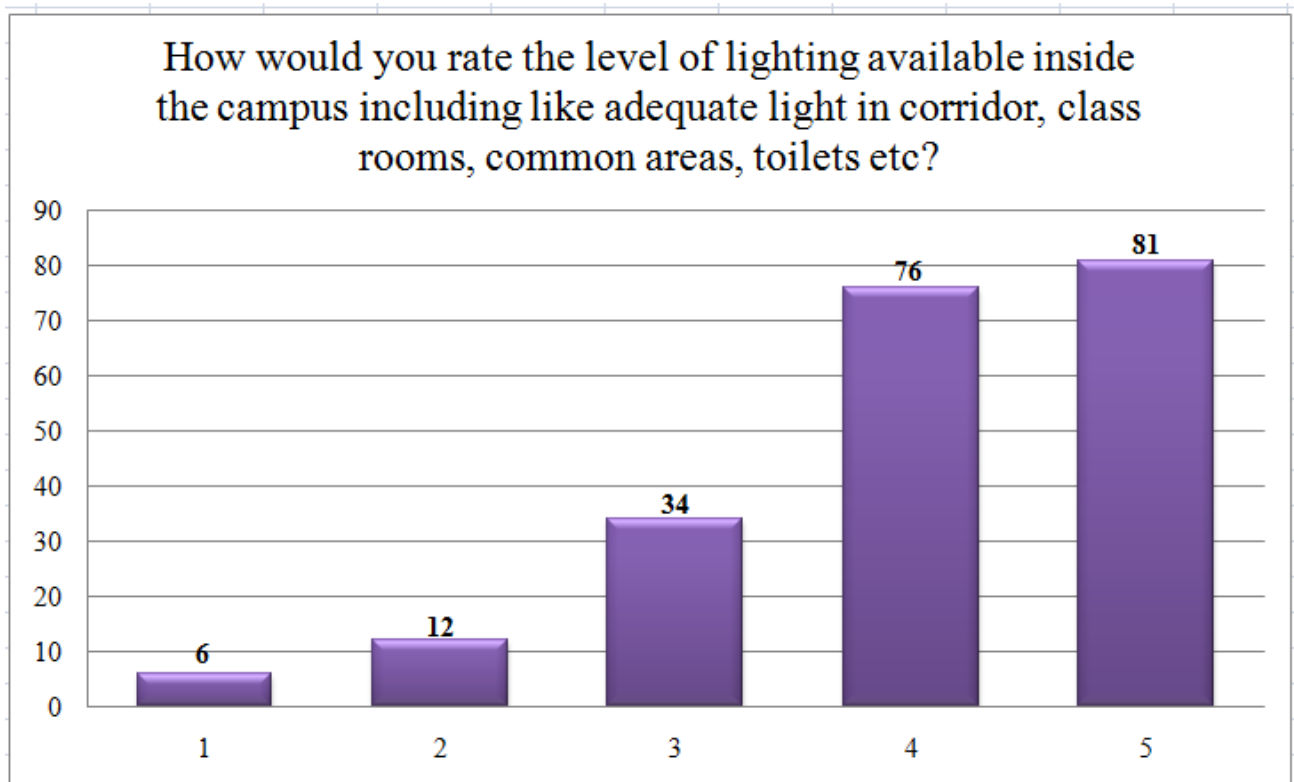


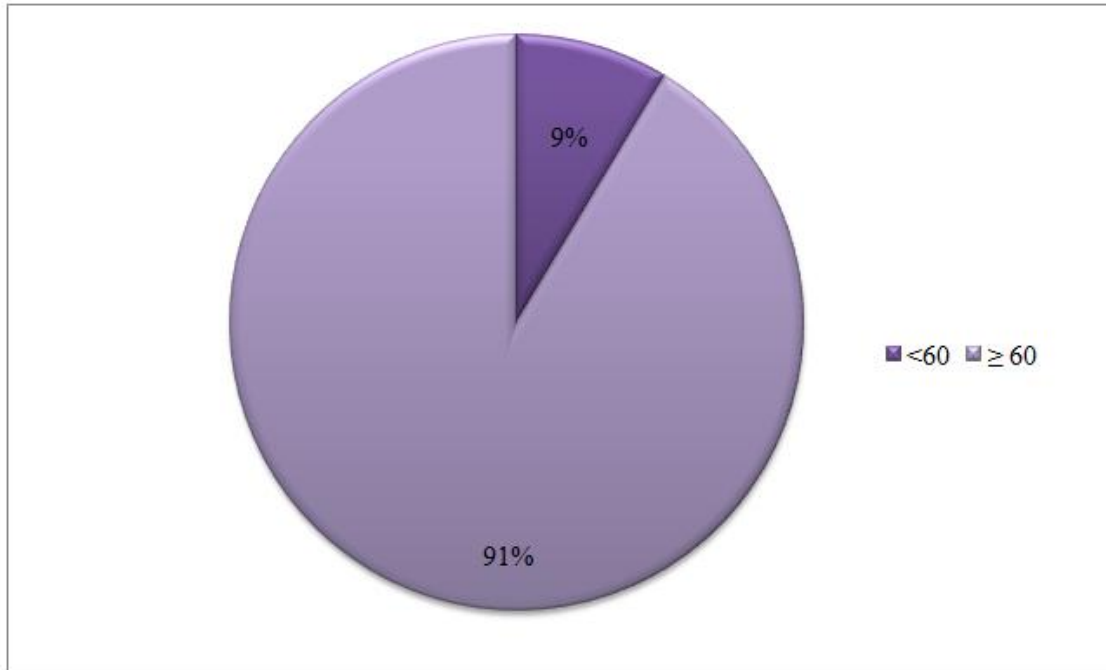
The graph shows that 77% of the females are satisfied with the facility of toilets available in the campus for girl's. IQAC instructed to Estate engineer to look into this matter and take necessary action.



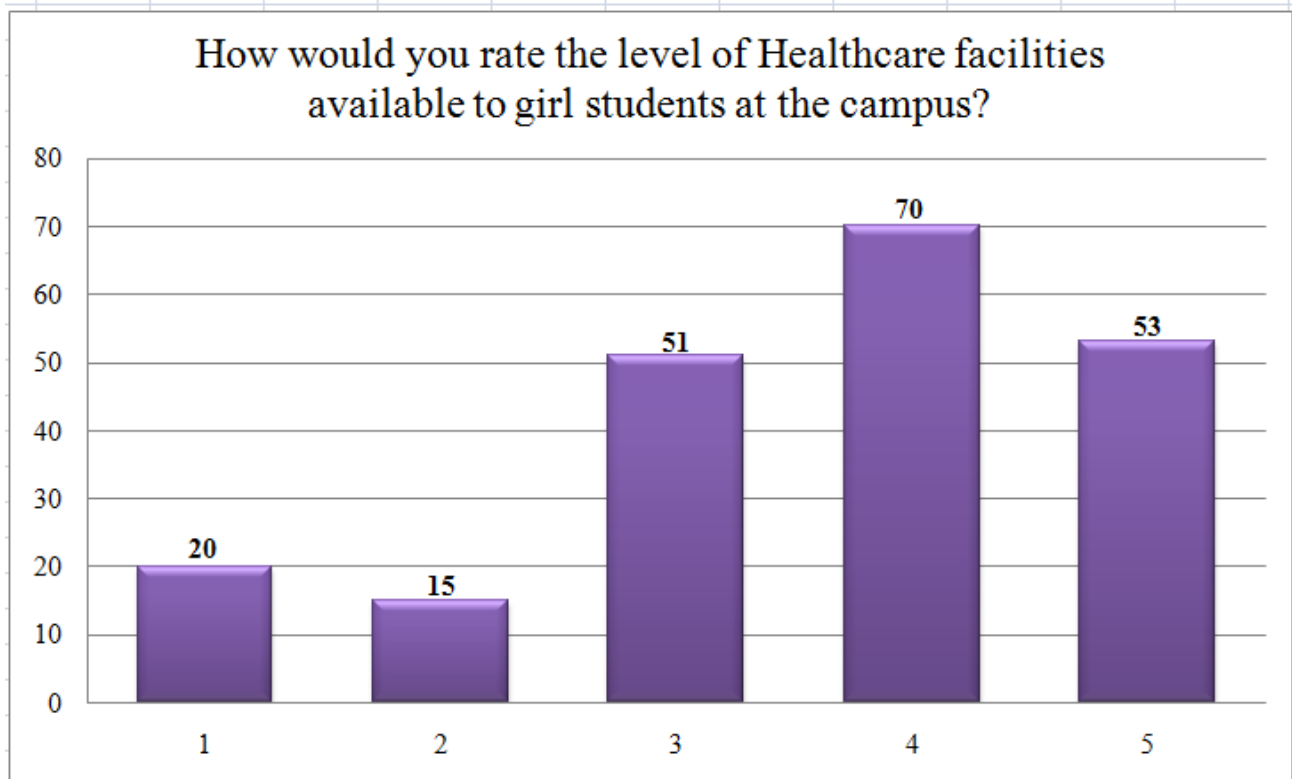


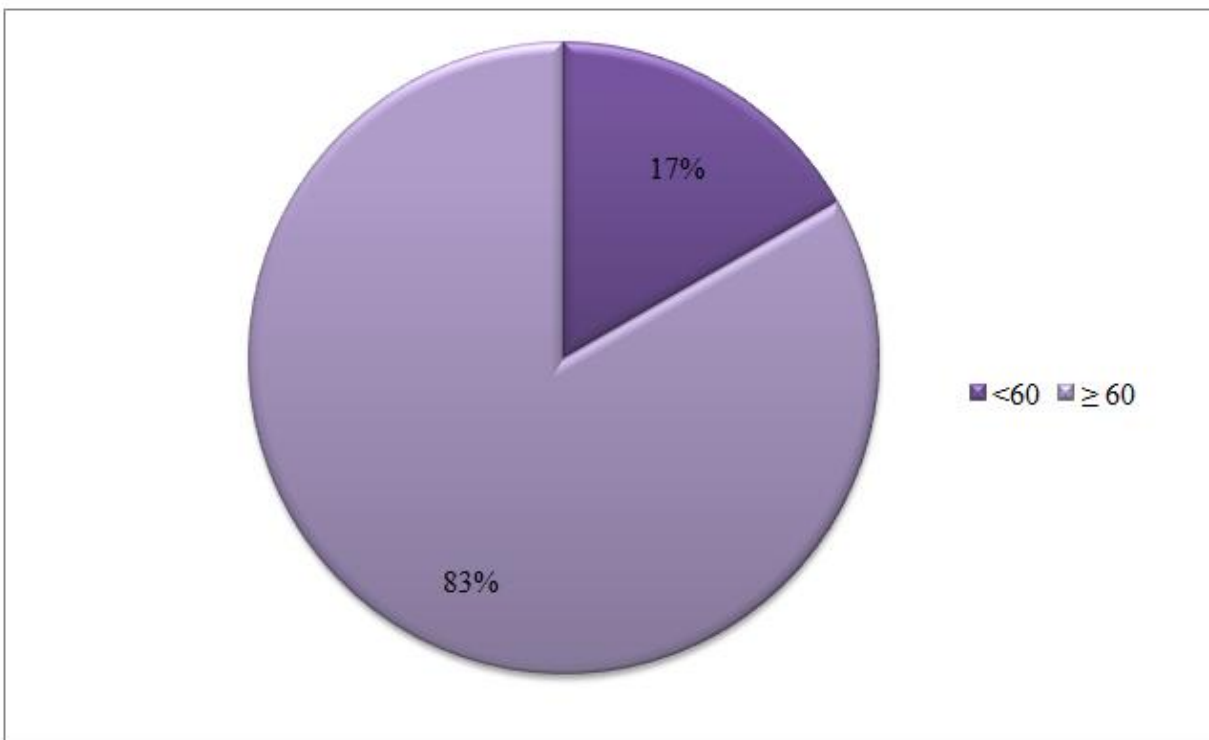
The graph shows that 75% of the females are satisfied with the adequate facilities available inside the toilet keeping in mind the need of the girl students. IQAC instructed to block incharges and girls hostel warden to maintain girl-friendly sanitation and menstrual hygiene management in girl's toilet.





The graph shows that 91% of the surveys are in favour of the lighting available inside the campus including like adequate light in corridor, class rooms, common areas, toilets etc. Students appreciate the lighting available inside the campus. IQAC instructed to campus incharge to maintain adequate lighting facility in entire campus.





The graph shows that 83% of the surveys are satisfied with the healthcare facilities available to girl students at the campus. Mostly students satisfied with the first aid facilities in the campus. Campus in-charge was asked to maintain the first aid facility in the college.

| Parameters | <60 | ≥ 60 | Action Taken |
|--|-------|-------|---|
| How would you rate the level of gender awareness programs organized in college? | 16.75 | 83.25 | Majority of students satisfy with the level of gender awareness programs organized in college. IQAC advised to enhance the level and frequency of the gender awareness programs in the campus. |
| How would you rate the level of adequate security arrangements made in the campus and common areas during day and night? | 5.74 | 94.26 | Students appreciate the security arrangements made in the campus. IQAC advised to security incharge/campus incharge to increase the security arrangement and proper lightning in the campus. |
| How would you rate the benefits of women cell and grievance cell in the college? | 11.96 | 88.04 | Mostly students aware with the benefits of women cell and grievance cell. IQAC advised to arrange guest lectures, seminar awareness programs, life-skills training programs and welfare activities to let students know that cell is meant to facilitate women empowerment. |

| | | | |
|--|-------|-------|---|
| How would you rate the level of equality offered by a classroom and laboratory to all genders? | 3.35 | 96.65 | Majority of students appreciate the genders equality offered in classroom and laboratory. IQAC made some suggestion to all faculty members to enhance the gender equality 1. Do your best to offer more gender-neutral responses to students. 2. Consider getting feedback from colleagues on any differences they may notice that you don't. 3. By mix seating arrangement in the classroom, you can encourage both groups (girls and boys) to engage with each other. 4. By intentionally creating groups of boys and girls within projects/ lab experiments. |
| How would you rate the level of equality offered by library to all genders? | 3.83 | 96.17 | Majority of students appreciate the genders equality offered by library to all genders. IQAC advised to library staff to pay equal attention and use gender-neutral language. |
| How would you rate the level of Gender sensitization program conducted for security personnel deployed at the campus? | 8.13 | 91.87 | Students appreciate the gender sensitization program conducted for security personnel deployed at the campus. IQAC advised to enhance the frequency of such programmes. |
| How would you rate the level of adequate and safe transport options available for girl students? | 5.26 | 94.74 | Safety of students / employees is a major concern of the college. Most students appreciated the adequate and safe transportation options available at the college. In addition, the transport in-charge has been instructed to optimize vehicle scheduling and ensure availability of some vehicles on campus at any time. Also, talk with the drivers and give instructions for safe driving. |
| How would you rate the level of care taken by the office for separate queues for girls during various administrative procedures such as fee deposition, office work etc. | 12.92 | 87.08 | Mostly students satisfied the care taken by the office for separate queues for girls during various administrative procedures. IQAC advised to administrative office to maintain separate queues for girls for various administrative procedures and promote online system for administrative procedures such as fee deposition, office |

| | | | |
|---|-------|-------|---|
| | | | work etc. |
| How would you rate the facility of toilets available in the campus for girl's? | 22.97 | 77.03 | IQAC instructed to Estate engineer to look into this matter and take necessary action. |
| How would you rate the level of adequate facilities available inside the toilet keeping in mind the need of the girl students? | 25.36 | 74.64 | IQAC instructed to block incharges and girls hostel warden to maintain girl-friendly sanitation and menstrual hygiene management in girlstoilet. |
| How would you rate the level of lighting available inside the campus including like adequate light in corridor, class rooms, common areas, toilets etc? | 8.61 | 91.39 | Students appreciate the lighting available inside the campus. IQAC instructed to campus incharge to maintain adequate lighting facility in entire campus. |
| How would you rate the level of Healthcare facilities available to girl students at the campus? | 16.75 | 83.25 | Mostly students satisfied with the first aid facilities in the campus. Campus in-charge was asked to maintain the first aid facility in the college. |

5.0 Recommendations

Following the audit, no major recommendations were observed and made to the management.

6.0 Objectives and Scope

The purpose of this audit was to ensure gender equity in the campus, across all departments, administrative bodies and students.

7.0 Methodology

The audit looked at the key priorities identified in the action plan developed for gender sensitisation along with some additional parameters based on global best practices. A multipronged approach was adopted, and this audit combined physical inspection with a review of relevant documentation and interviews with Staff and students.

8.0 Declaration

I agree with all the recommendation and observation mentioned in this report.