

Self-Study Report
1st Cycle (Re-Assessment)

Matrix 7.1.1
Gender Audit Report 2022-23

GENDER AUDIT REPORT

YEAR 2022-23

DOC202302130001



RNB GLOBAL UNIVERSITY

RNB Global City, Ganganagar Road,
Bikaner, Rajasthan 334601

INDEX

S.NO.	CONTENT	PAGE NO.
1	About RNBGU	3
2	Objective	4
3	Gender Audit Team	4
4	Methodology	4-5
5	Data	5
6	Findings: Gender Ratio Across Various Committee/ Bodies	5-14
7	Findings: Gender Ration Amongst Faculties, Staff and Students	15-16
8	Percentage Analysis	17
9	Conclusion	18



About RNBGU:

RNB Global University (RNBGU), located in Bikaner, Rajasthan, is a premier institution committed to excellence in education, research, and innovation. The university offers a conducive environment for learning and personal growth, equipped with state-of-the-art facilities and a dynamic campus life. RNBGU is dedicated to nurturing future leaders and professionals through its diverse range of academic programs and holistic development approach.

RNBGU offers a variety of undergraduate, postgraduate, and doctoral programs across multiple disciplines. The curriculum is designed to provide a blend of theoretical knowledge and practical skills, ensuring that students are well-prepared for their professional careers. The Faculty of Basic and Applied Sciences offers B.Sc (Hons) in Agriculture, B.Tech program in Computer Science, BCA and MCA programs in selected specializations. The Faculty of Commerce and Management provides BBA, B.Com, MBA programs with specializations in Finance, Marketing, Human Resource Management, and International Business. The Faculty of Law and Arts at RNBGU offers integrated BA LLB, BBA LLB, LLB and LLM, along with BA, and MA in various courses for postgraduate studies.

RNBGU emphasizes research and innovation across its programs. The university encourages students and faculty to engage in cutting-edge research projects and provides the necessary resources and support to facilitate this. Various research centers and labs are available on campus to foster a culture of innovation and creativity. The vibrant campus life at RNBGU is designed to complement the academic experience. Students have access to a range of extracurricular activities, including sports, cultural events, and student organizations. The university also provides excellent residential facilities, ensuring a comfortable and enriching stay for students.

RNB Global University is dedicated to providing a holistic education that prepares students for the challenges of the modern world. With its diverse programs, research opportunities, and vibrant campus life, RNBGU stands out as a leading institution in Rajasthan, fostering the next generation of leaders and innovators.



Objective:

The objective of conducting a gender audit at a RNBGU is to assess the institution's policies, practices, and environment to ensure gender equality and inclusivity. This involves identifying gaps and barriers that may hinder the participation and advancement of any gender. The audit aims to evaluate the representation of different genders among students, faculty, and staff, and to ensure equitable access to resources and opportunities. It also seeks to examine the gender sensitivity of the curriculum and extracurricular activities. Additionally, the audit aims to enhance awareness and understanding of gender issues within the university community. Ultimately, the goal is to create a more inclusive, supportive, and equitable environment for all genders, promoting diversity and preventing discrimination.

Gender Audit Team:

The following members have collected the data from various departments for collecting the same in the report:

1. Dr. Meenakshi Sharma, Professor, Faculty of Commerce and Management
2. Dr. Tripti Soni, Assistant Professor, Faculty of Law and Arts
3. Ms. Sonam Pareek, Assistant Professor, Faculty of Basic and Applied Science
4. Dr. Ashok Prem, Associate Professor, Faculty of Law and Arts
5. Advocate Monika Gupta (External Member), Legal Practitioner
6. Ms. Aditya Surana, Student Member, BA-LL.B. VI

Methodology:

The methodology of conducting a gender audit at a university begins with thorough preparation and planning. This involves establishing a diverse gender audit team comprising faculty, staff, and students committed to gender equality. Clearly defining the objectives, scope, and expected outcomes of the audit is essential, along with developing a detailed timeline covering all phases of the process. Data collection is the next critical step, which includes reviewing university documents, policies, strategic plans, and promotional



materials to understand the current state of gender inclusivity. The data was also collected through employee records and other sources. Once the data is collected, quantitative analysis using statistical methods reveals trends and disparities.

Data:

A. The data for following committees was analyzed:

1. IQAC
2. Employees Grievance Committee
3. Students Grievance Redressal Committee
4. SC/ST/OBC Minority Cell
5. Anti Ragging Committee
6. Internal Complain Committee
7. Campus Development Committee
8. Sports Committee
9. Cultural Activity Committee
10. Academic Improvement Committee

B. The gender composition of following was analysed.

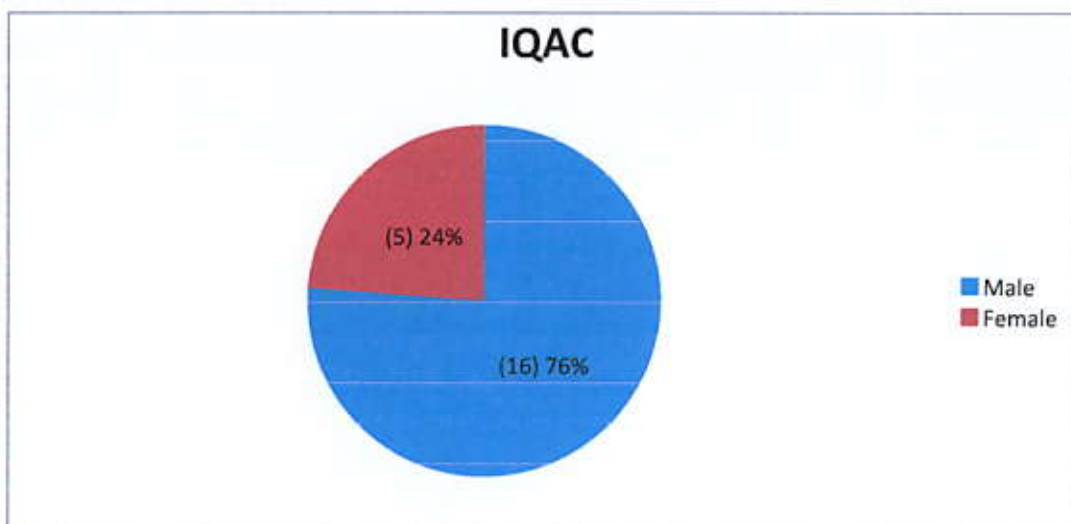
1. Faculty members
2. Staff
3. Students admitted in the year 2022-23



Findings: Gender Ratio Across Various Committee/ Bodies

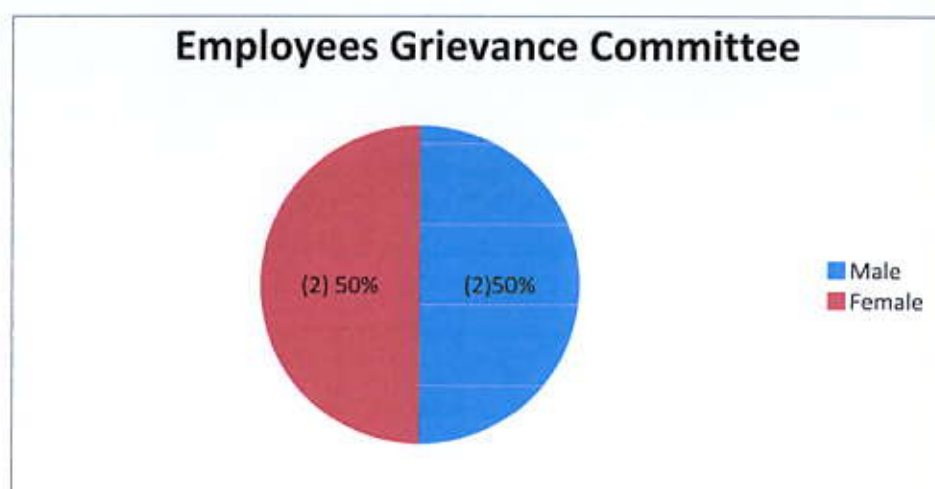
1. Internal Quality Assurance Cell

S.No.	Name	Members	Gender
1	Internal Quality Assurance Cell	Prof G S Karkara, President	Male
2		Prof Dr. M R Khatri	Male
3		Mr. K. K. Bajaj	Male
4		Mr. Ashok Prem	Male
5		Dr Dipali Gupta, Registrar	Female
6		Prof. Dr. Anil Kaushik,	Male
7		Dr. Rakesh Bhargava	Male
8		Dr. Surendra Singh Shekhawat	Male
10		Dr. Shashi Singhal,	Female
11		Dr Satyam pincha	Male
12		Dr Meenakshi Sharma	Female
13		Mr. Sunny Masand	Male
14		Dr. Ravi Kishan Soni	Male
15		Mr. Aman Sharma	Male
16		Ms. Saakshi Sharma	Female
17		Mr. Shubham Singh	Male
18		Ms. Kajal Soni	Female
19		Mr. Arham Bothra	Male
20		Mr. Vijay Kumar	Male
21		Mr. Radheshyam Taneja	Male



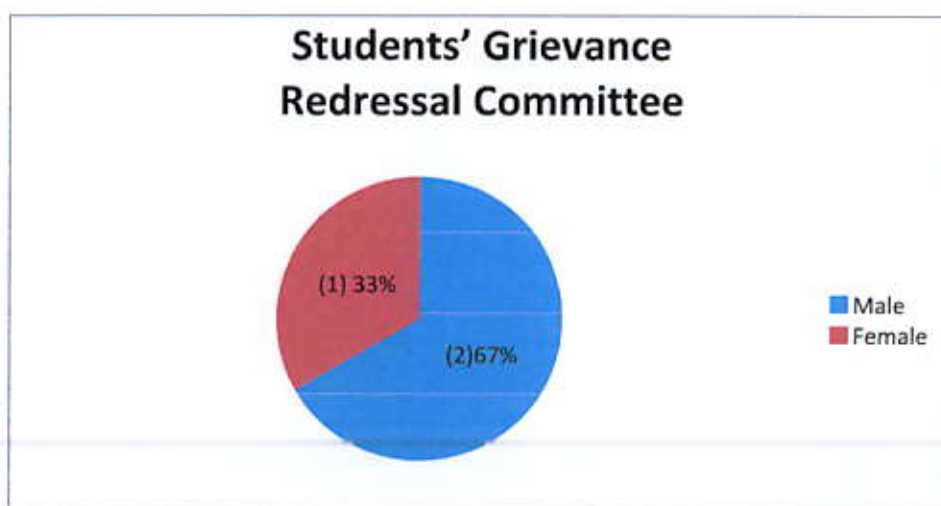
2. Employees Grievance Committee

S.No	Name	Members	Gender
1	Employees Grievance Committee	Prof. Rakesh Bhargava	Male
2		Prof. S. S. Shekhawat	Male
3		Prof. Meenakshi Sharma	Female
		Ms Bhavneet Kaur	Female



3. Students Grievance Redressal Committee

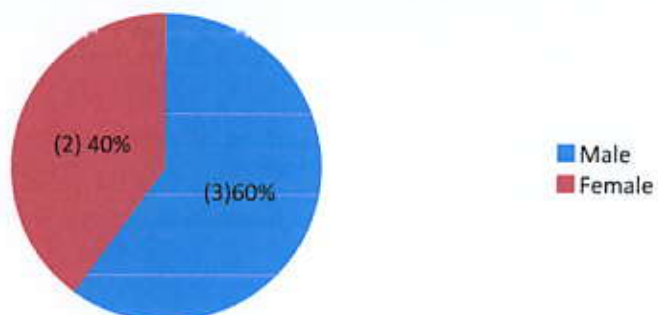
S.No	Name	Members	Gender
1	Students' Grievance Redressal Committee	Mr. Kailash Pareek	Male
2		Dr Deepali Malodiya	Female
3		Mr Ashok Karnani	Male



4. SC/ST/OBC Minority Cell

S.No	Name	Members	Gender
1	SC/ST/OBC and Minority Cell	Prof. G. S. Karkara	Male
2		Mr. Ashok Prem	Male
3		Ms. Zaiba Khan	Female
4		Mr. Shailendra Singh Barath	Male
5		Prof. Dipali Gupta	Female

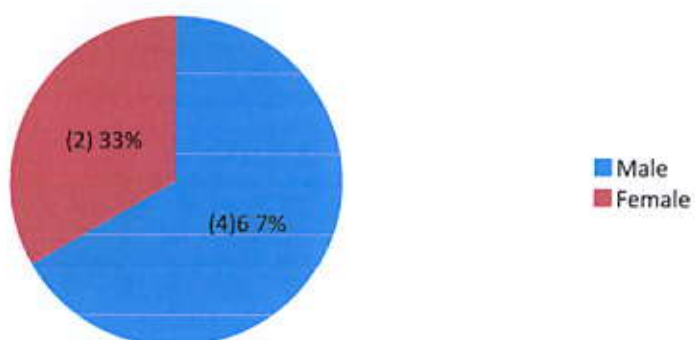
SC/ST/OBC Minority Cell



5. Anti Ragging Committee

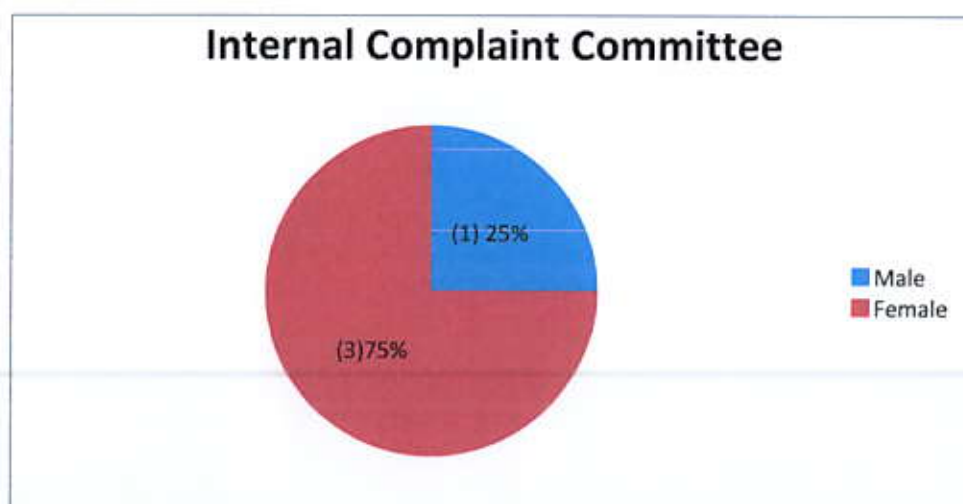
S.No	Name	Members	Gender
1	Anti Ragging Committee	Dr. Rakesh Bhargava	Male
2		Dr. Meenakshi Sharma	Female
3		Mr. Ashok Prem	Male
4		Dr. Gajanand Modi	Male
5		Ms. Zaiba Khan	Female
6		Mr. Shailendra Singh Barath	Male

Anti Ragging Committee



6. Internal Complaint Committee

S.No	Name	Members	Gender
1	Internal Complaint Committee	Dr. Deepali Malodiya	Female
2		Ms. Zaiba Khan	Female
3		Mr. Ashok Prem	Male
4		Ms. Monika Gupta Adv	Female

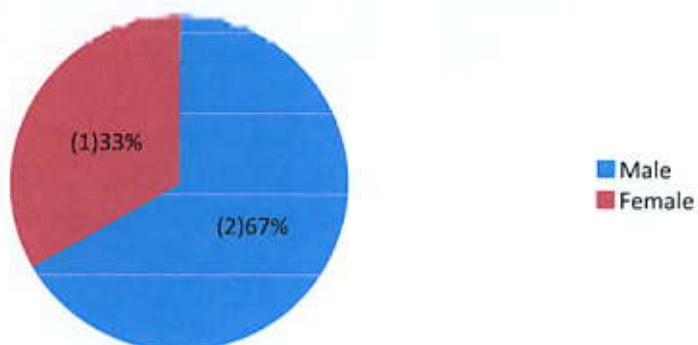


7. Campus Development Committee

S.No	Name	Members	Gender
1	Campus Development Committee	Mr. Shailendra Singh Barath	Male
2		Mr. Ashok Karnani	Male
3		Ms Gaytri Soni	Female



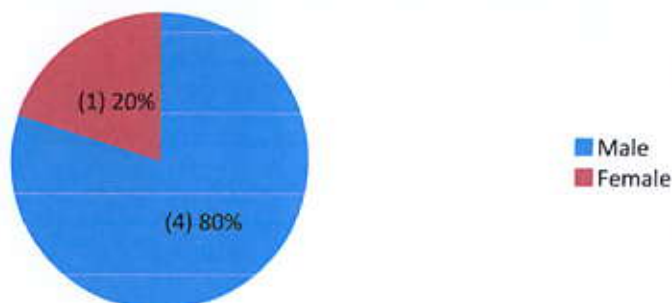
Campus Development Committee



8. Sports Committee

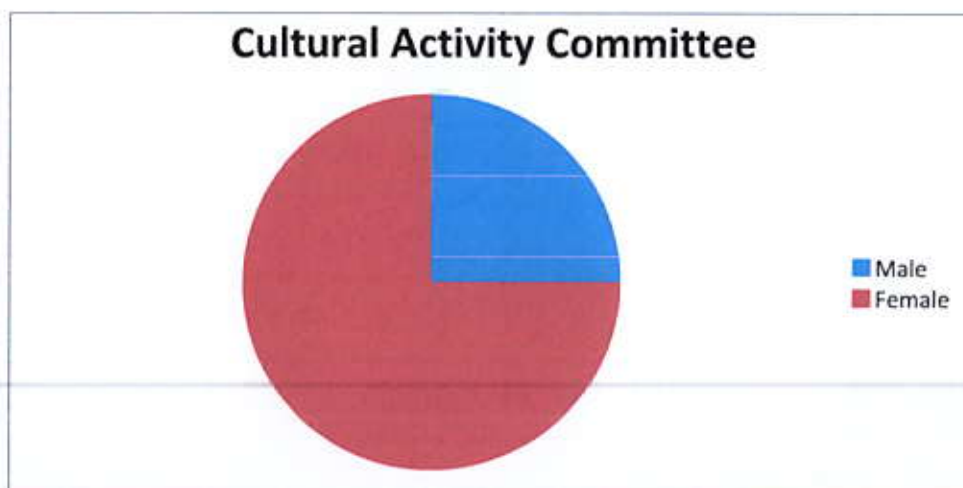
S.No	Name	Members	Gender
1	Sports Committee	Mr. Shailendra Singh Barath	Male
2		Mr. Sunny Masand	Male
3		Ms. Tanaya Wageshwari	Female
4		Dr. Ravi Kishan Soni	Male
5		Mr. Bhupinder Soni	Male

Sports Committee



9. Cultural Activity Committee

S.No	Name	Members	Gender
1	Cultural Activity Committee	Mr. Sandeep Saxena	Male
2		Dr. Deepali Malodiya	Female
3		Ms. Gaytri Soni	Female
4		Ms. Shelu Sharma	Female

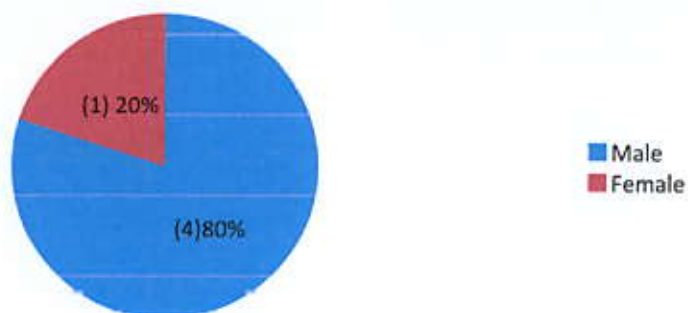


10. Academic Improvement Committee

S.No	Name	Members	Gender
1	Academic Improvement Committee	Prof. G S Karkara	Male
2		Prof. Rakesh Bhargava	Male
3		Prof. S S. Shekhawat	Male
4		Prof. Shashi Singhal	Female
		Prof. M.R. Khatri	Male

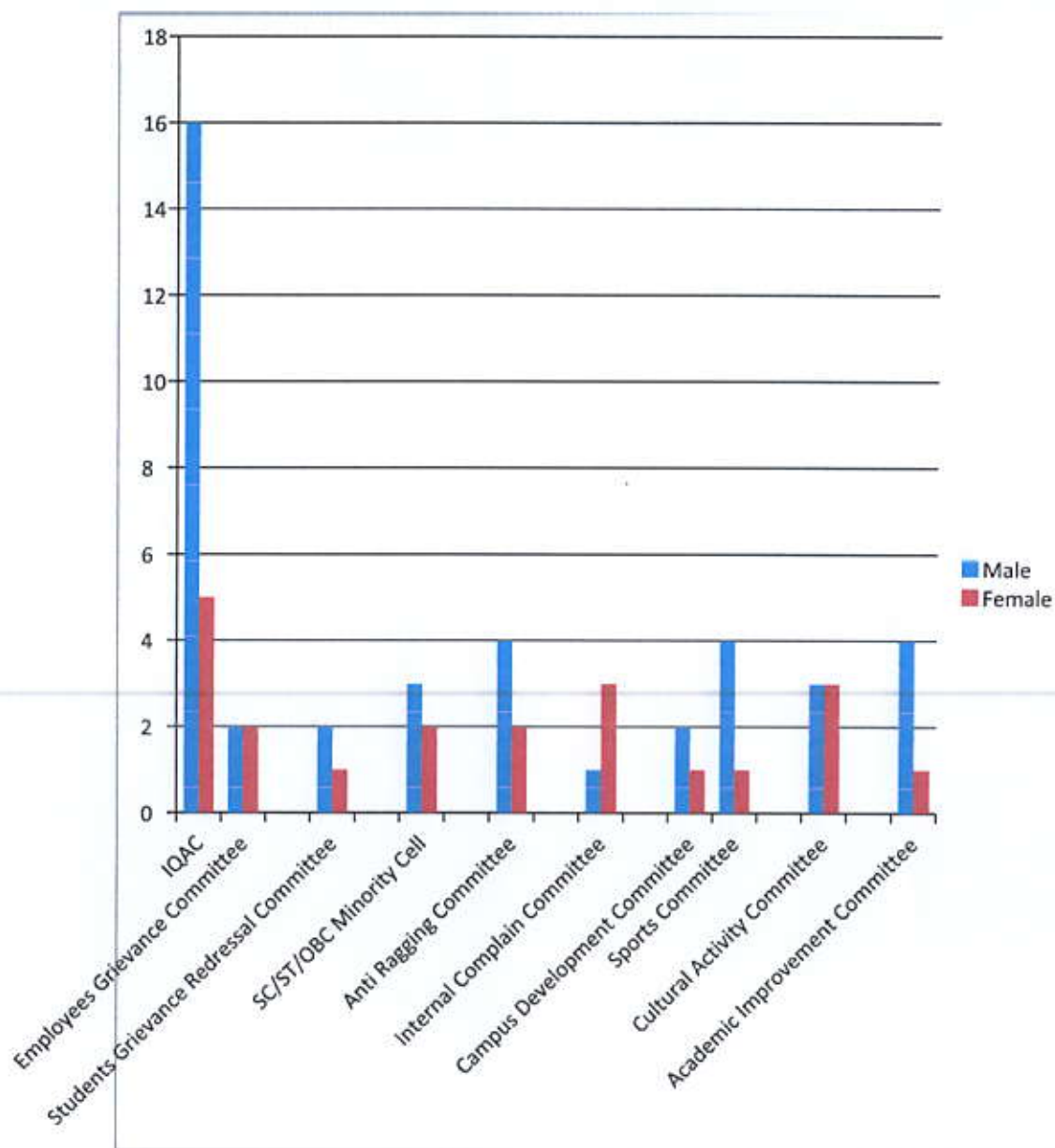


Academic Improvement Committee



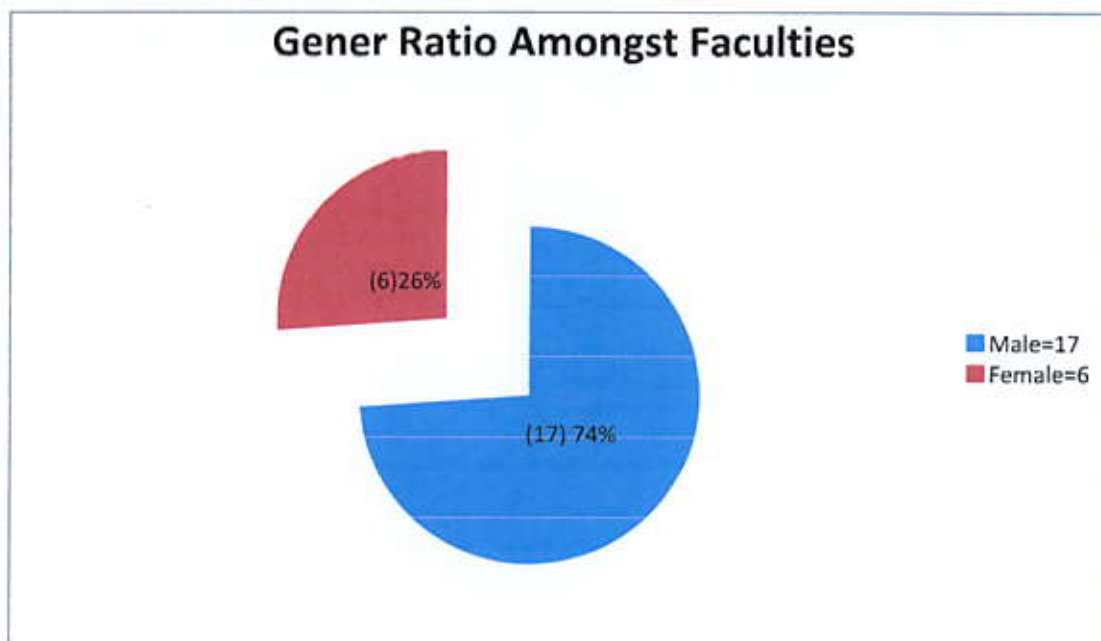
Overall Comparative Analysis:

S. No.	Name of the Committees	No. of Male members	No. of Female members
1	IQAC	16	5
2	Employees Grievance Committee	2	2
3	Students Grievance Redressal Committee	2	1
4	SC/ST/OBC Minority Cell	3	2
5	Anti Ragging Committee	4	2
6	Internal Complain Committee	1	3
7	Campus Development Committee	2	1
8	Sports Committee	4	1
9	Cultural Activity Committee	3	3
10	Academic Improvement Committee	4	1

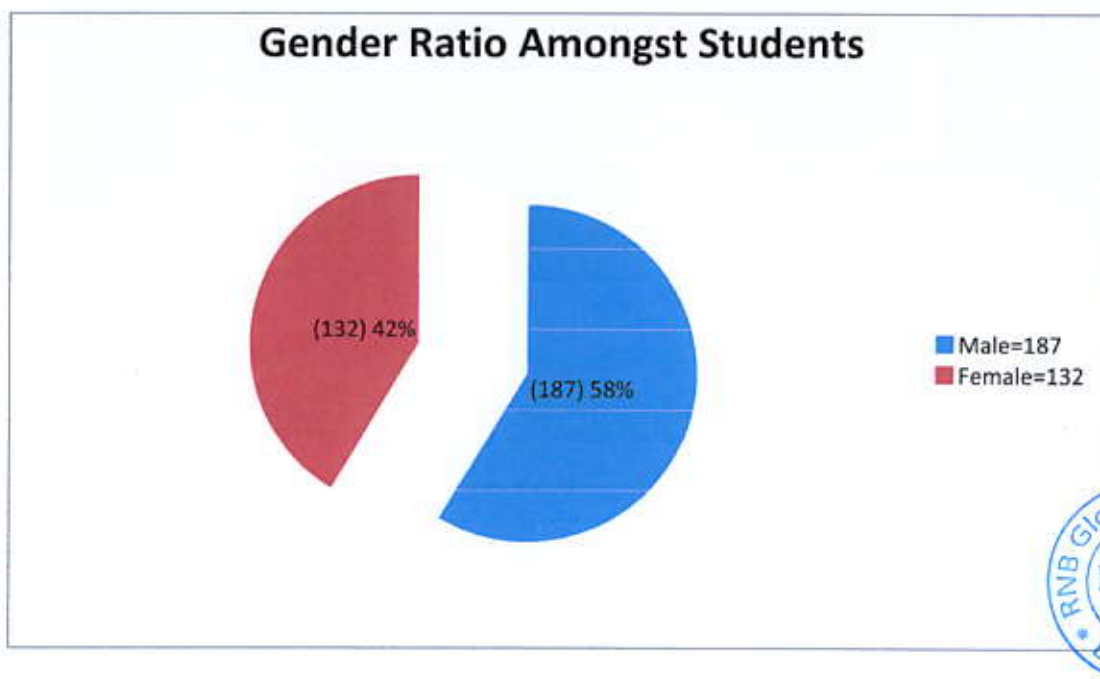


Findings: Gender Ratio amongst Faculty, Staff and Students:

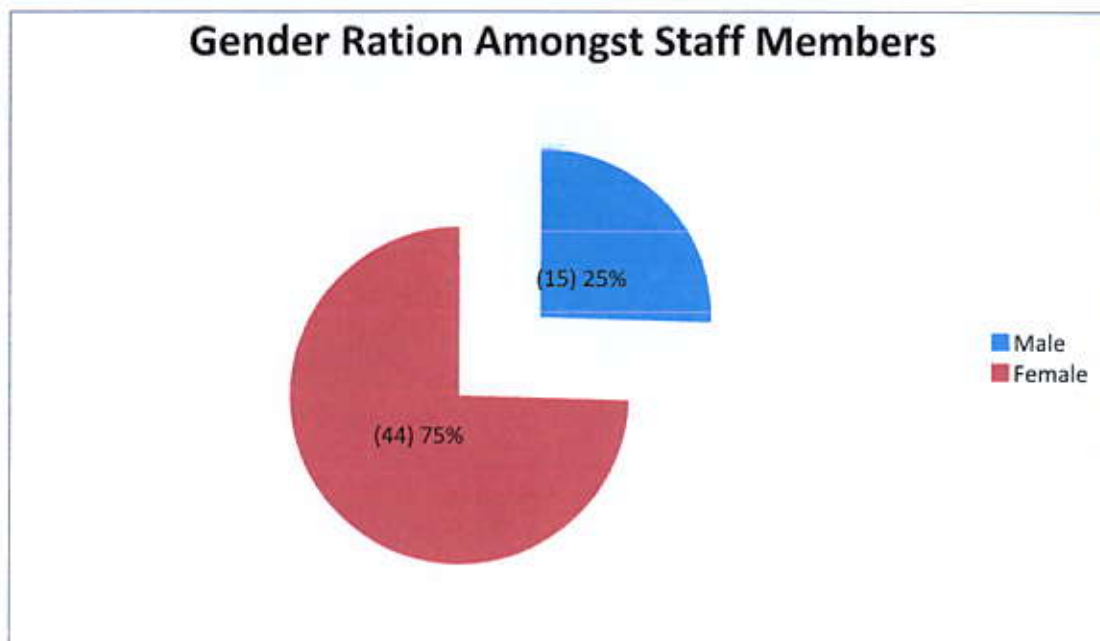
Gender Ration amongst Faculties:



Gender Ration Amongst Students:



Gender Ration Amongst Staff Members:



Percentage Analysis:

1. **IQAC:** 76.2% male, 23.8% female
2. **Employees Grievance Committee:** 50% male, 50% female
3. **Students Grievance Redressal Committee:** 66.7% male, 33.3% female
4. **SC/ST/OBC Minority Cell:** 60% male, 40% female
5. **Anti Ragging Committee:** 66.7% male, 33.3% female
6. **Internal Complaint Committee:** 25% male, 75% female
7. **Campus Development Committee:** 66.7% male, 33.3% female
8. **Sports Committee:** 80% male, 20% female
9. **Cultural Activity Committee:** 50% male, 50% female
10. **Academic Improvement Committee:** 80% male, 20% female



Conclusion

The gender audit at RNB Global University reveals both progress and areas needing improvement in gender representation across various committees. While certain committees, like the Employees Grievance Committee and the Cultural Activity Committee, exhibit gender parity (50% male, 50% female), others display significant gender imbalances. For instance, the IQAC consists of 76.2% male and 23.8% female members, and the Academic Improvement Committee comprises 80% male and 20% female members. However, the Internal Complaint Committee shows encouraging progress, with 75% female representation, underscoring advancements in gender inclusivity in specific areas.

This analysis emphasizes the need for targeted interventions to achieve a more balanced gender representation across all university committees. Increasing female participation in leadership and decision-making roles is essential for fostering comprehensive and inclusive governance. Continuous monitoring, strategic initiatives, and the university's dedication to gender equality will ensure that RNB Global University continues to create an equitable academic environment for all.

In parallel with these efforts, RNB Global University has implemented comprehensive safety and security measures to further support its commitment to gender equality and well-being. The campus is equipped with round-the-clock security personnel, high walls with proper fencing, and enhanced lighting through the installation of five high mast lights. Continuous surveillance is maintained through 24/7 CCTV monitoring with advanced Point Tilt Zoom (PTZ) cameras, while strict protocols ensure the screening of vehicles and individuals at entry points.



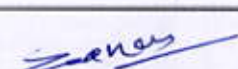
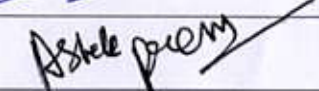


In addition to security, the university prioritizes the well-being of its students and staff by discouraging employees from staying on campus beyond work hours and providing a fully equipped Medical Centre staffed by a Medical Officer and Nursing Staff. Female students in hostels receive free transportation to the city, supervised by wardens, and strict gate pass protocols are in place for day scholars and students leaving with parental permission. University buses are supervised to maintain discipline during transit.



Facilities tailored to female students include separate common rooms, washrooms, and amenities such as a Sanitary Napkin vending machine and a Sanitary Pad destroyer in girls' restrooms. A day care centre located within the Girls Hostel premises supports female staff members with young children, ensuring their needs are met.

An ambulance is readily available on campus to address any medical emergencies, ensuring prompt healthcare access when needed. Through these initiatives, RNB Global University reaffirms its commitment to creating a safe, inclusive, and supportive environment for all members of its community.

Following members were present in the Gender Audit held on **February 13, 2023** :

S. No.	Name	Designation	Signature
1.	Dr. Meenakshi Sharma	Professor Faculty of Commerce and Management	
2.	Dr. Tripti Soni	Assistant Professor, Faculty of Law and Arts	
3.	Ms. Sonam Pareek	Assistant Professor, Faculty of Basic and Applied Science	
4.	Dr Ashok Prem	Associate Professor, Faculty of Law and Arts	
5.	Advocate Monika Gupta	(External Member), Legal Practitioner	
6.	Ms. Adity Surana	Student Member, BA-LL.B. VI	

Date: February 13, 2023


Report prepared by

Dr. Tripti Soni

Member, Gender Audit Team

RNB Global University, Bikaner

