



TECHNOCRATS INSTITUTE OF TECHNOLOGY (EXCELLENCE)



(Run by Chandravadan Mahila Shiksha Samiti, Bhopal)
Approved By AICTE New Delhi & Govt. of Madhya Pradesh
Affiliated To Rajeev Gandhi Proudyogiki Vishwavidyalaya, Bhopal
Anand Nagar Post Piplani, BHEL, Bhopal-21, Ph. No.- 0755-2751801 Fax- 0755-2751679 website:www.titexcellence.net

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Gender Audit

Gender Audit Conducted By: Women Empowerment Cell (WEC), TIT Excellence, Bhopal

Date of Gender Audit : Dec 18, 2023

Table 1: Members of Women Empowerment Cell (WEC), TIT Excellence, Bhopal

S.N.	Name of Faculty	Designation	Role	Signature
1	Dr. Ranjeeta Khare	Professor & Head, Electrical Engineering	Chairperson	
2	Dr. Archana Sharma	Professor & Head, Elec. & Comm. Engineering	Member Secretary	
3	Dr. Rachna Kamble	Professor, CSE (AIML)	Member	
4	Dr. Sibi Jose, Professor	Professor, Department of Chemistry & Vice Principal	Member	
5	Prof. Priya Patel	Asstt. Professor, Civil Engineering	Member	
6	Prof. Meenakshi Rangare	Asstt. Professor, Mechanical Engineering	Member	

➤ **Objectives of Gender Audit:** The purpose of a gender audit is to assess the level of gender balance and equality within the institution. This involves a thorough evaluation of institutional policies, practices, and actions designed to promote gender equality. Essentially, a gender audit aims to ascertain whether the institution complies with government regulations and implements initiatives that support the advancement of women in society.

➤ **Process followed of Gender Audit:**

(i) **Data Collection and Analysis:**

WEC gathered quantitative data on gender ratios of students, faculty & staff members & then



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(ii) Identifying Issues & Gaps:

WEC identified areas where the institute was performing well in promoting gender equity & those where improvements were needed.

(iii) Preparation of report and recommendations:

WEC prepared a comprehensive report summarizing findings from the audit. It included actionable recommendations for improving gender equity based on data analysis. WEC recommended boosting the capacity of organization to promote gender equality through awareness building skills. It also recommended promoting the women for leadership through promotion.

➤ Measures for Promotion of Gender Equity:

1. Policy Development & Implementation:

- Develop clear policies against gender discrimination & implement them for promoting equal opportunities in recruitment, promotion, and retention.

2. Education & Training:

- Provide training on unconscious bias, gender sensitivity, and inclusive practices for faculty, staff, and students. Offer mentorship and leadership development programs for women.

3. Community Engagement:

- Organize regular women safety and security awareness programs.

4. Monitoring & Evaluation:

- Regularly review progress towards gender equity goals by collecting feedbacks from stakeholders to assess the impact of implemented measures.

5. Safety & security

- Installing CCTV cameras across the sensitive places for surveillance around the clock.

6. Counselling

- The WEC regularly counsels the female students, faculty & staff members through its




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Findings of Gender Audit:

Statistics of students enrolled

Table 2: Details of Number of students during Assessment Years

S.N.	Total	Male	Female	% Male	% Female
2018-19	725	600	171	82.8	23.6
2019-20	650	570	127	87.7	19.5
2020-21	865	678	121	78.4	14.0
2021-22	943	752	172	79.7	18.2
2022-23	1085	865	220	79.7	20.3

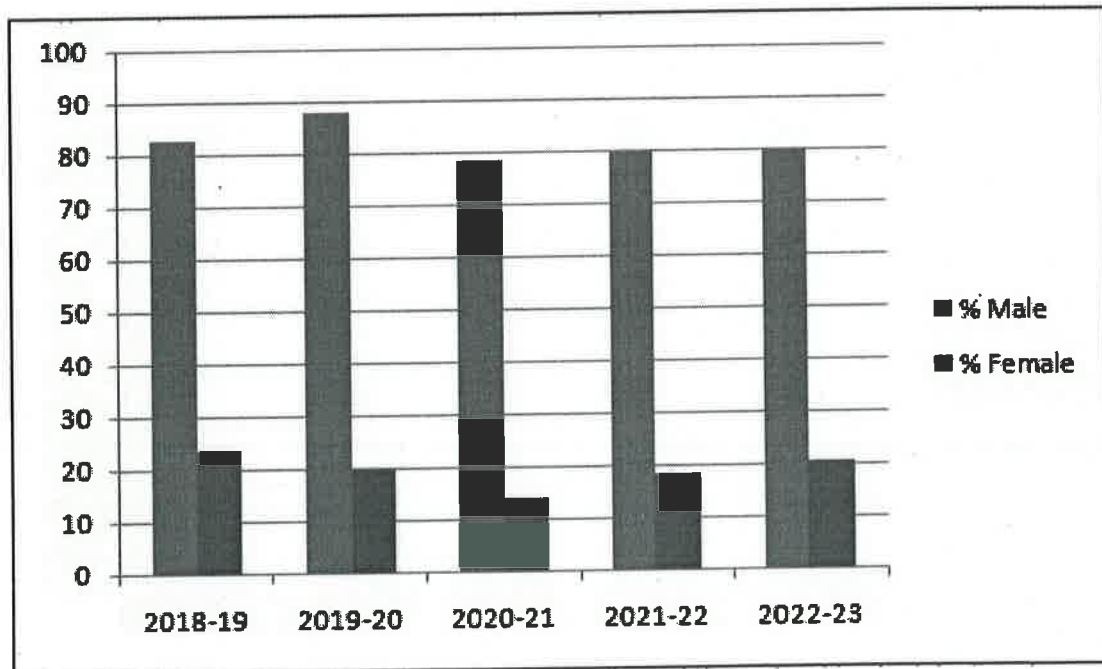


Fig 1: Bar Graph showing the Percentage of students during Last 5 Years





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The above table shows the growth in percentage of the number of girls students in the institute.

Statistics of Faculty on rolls

Table 3: Details of Number of Faculty during Assessment Years

S.N.	Total	Male	Female	% Male	% Female
2018-19	218	163	55	74.8	25.2
2019-20	198	149	49	75.3	24.7
2020-21	204	151	53	74.0	26.0
2021-22	212	156	56	73.6	26.4
2022-23	213	149	64	70.0	30.0

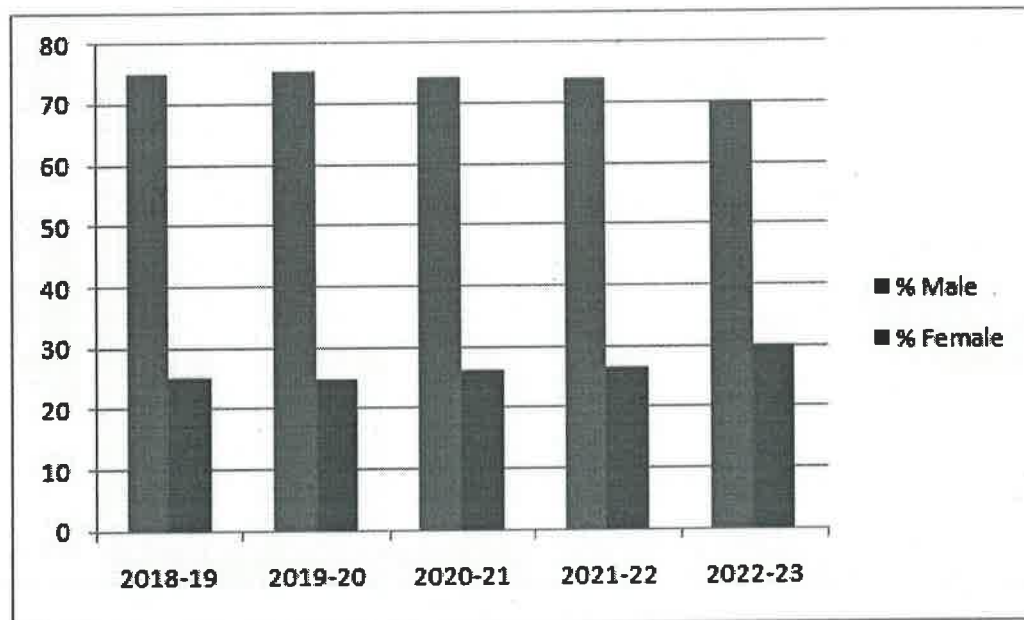


Fig. 2: Bar Graph showing the Percentage of Teaching Staff during Last 5 Years

The above table shows the growth in percentage of the number of female faculty in the institute.





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Statistics of Non-Teaching Faculty on rolls

Table 4: Details of Number of Non-Teaching Staff during Assessment Years

S.N.	Total	Male	Female	% Male	% Female
2018-19	89	73	16	82.0	18.0
2019-20	91	73	18	80.2	19.8
2020-21	91	73	18	80.2	19.8
2021-22	93	75	18	80.6	19.4
2022-23	93	75	18	80.6	19.4
2023-24	93	75	18	80.6	19.4

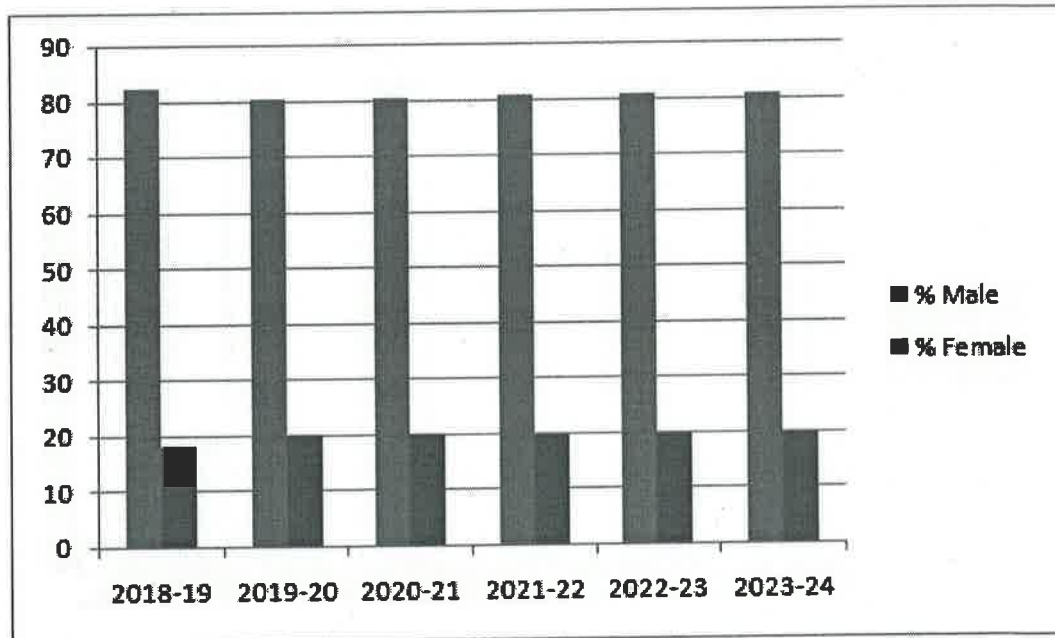


Fig. 3: Bar Graph showing the Percentage of Non-Teaching Staff during Last 5 Years

The above table shows the consistent percentage of the number of female non teaching staff in the institute.




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Recommendation:

1. Implement gender sensitization training program for faculty members, staff & students to raise awareness & foster a culture of gender equity
2. Establish mechanism for monitoring & reporting gender based data to track progress and identify areas for improvement.
3. Strengthen support system for women including mentorship & other career development programs

Conclusion:

The gender audit report highlights the importance of gender equity in Technocrats Institute of Technology (Excellence), Bhopal by embracing the gender sensitive approach across all facets of institutional functioning; we can create an inclusive and empowering environment that fosters the full participation & contribution of all individuals of all genders towards our collective goals of academic excellence & social environment. The audit reveals that currently following women are working at important positions in the institute.

Table 5: Details of women are working at important positions in the institute

S.N.	Name of Faculty	Designation
1	Dr. Ranjeeta Khare	Professor & Head, Electrical Engineering, TITE
2	Dr. Archana Sharma	Professor & Head, Electronics Engineering, TITE
3	Dr. Rachna Kamble	Professor & Head, AIML, TITE
4	Dr. Sibi Jose	Vice Principal & Professor, Department of Chemistry, TITE
5	Dr. Neerja Nigam	Head, Department of MBA, TITE
6	Dr. Jyoti Pachori	Registrar, TITE
7	Prof. Ritu Prasad	Deputy Exam Superintendent, TITE

Archana

Chairperson
Women Empowerment Cell

Copy to: Director for Information



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[Signature]
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