



TECNIA INSTITUTE OF ADVANCED STUDIES



GENDER AUDIT REPORT
Year 2023-24

Preface

Gender Equality remains a critical global issue, central to numerous formal and grassroots campaigns advocating for women's emancipation and their fundamental rights. As awareness of gender issues grows, so does the proactive response against oppression and exploitation faced by women worldwide.

Institution recognizes the importance of fostering a safe and inclusive environment where every individual, regardless of gender, can thrive. To address this, a Gender Audit was undertaken to assess and enhance the safety of our campus for women. This audit involved meticulous planning, from selecting audit sites to orienting participants, preparing checklists, conducting on-site assessments, documenting findings, and presenting recommendations to the Director for the implementation.

The Gender Club emerges as a dedicated platform within our Institute, aiming to promote awareness, dialogue, and action on issues of gender equality and women's rights. Through discussions, workshops, and initiatives, the club seeks to challenge traditional gender stereotypes and empower individuals to transcend rigid role definitions.

By fostering a culture of inclusivity and respect, the Gender Club endeavours to create meaningful change within our Institute and beyond. Together, we strive to build a future where gender equality is not just a goal but a lived reality for all.

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Gender Audit Report 2023-24

About TIAS

At Tecnia Institute of Advanced Studies, Delhi, we stand proudly as one of the leading Institutions in the region, distinguished with an "A" grade accreditation by NAAC, Bangalore, and recognized as a Institute with potential for excellence by the UGC. Our mission revolves around delivering top-tier education through unwavering dedication and commitment.

Our institution places a strong emphasis on gender equality, meticulously evaluated through our Gender Audit. This audit ensures adherence to government directives aimed at advancing women in society, assessing the impact of our policies on promoting gender equality.

We prioritize the holistic development of our students, with special focus on nurturing gender equality initiatives. Female students benefit from a wealth of facilities and dedicated support.

Workshops on financial education, women's rights, and legal awareness empower our students with knowledge about their rights and responsibilities. Committees such as the Anti-Ragging Committee and Internal Complaints Committee further ensure the safety and well-being of all students.

In cultural activities and sports, our female students have showcased exceptional talent, bringing honour to themselves and the institution through their participation in Youth Festivals and competitive events.

At Tecnia Institute of Advanced Studies, Delhi, we remain steadfast in our commitment to creating a nurturing environment where all students, especially our female students, can flourish academically, grow personally, and emerge as empowered leaders ready to make a positive impact in society.

Objectives

The Gender Audit has the following objectives:

- Identify areas within the Institute where gender balance is present and explore the factors contributing to this balance.
- Promote gender balance in decision-making across entire Institute's activities.
- Propose strategies to reduce the gender gap within the Institute community.
- Foster an integrated and interdisciplinary approach to examining social and cultural constructs of gender.

Gender Audit Team

The members of the gender audit team have gathered data from various departments to compile it for inclusion in the report.

1. Dr. Monisha, Professor, I/C Students Welfare
2. Dr. Sandeep Kumar, IQAC Coordinator
3. Dr. Nivedita, Professor-TPO
4. Dr. Pooja Sharma, Associate Professor, HoD - Department of Management Sciences
5. Dr. Gopal Thakur, Associate Professor, HoD - Department of Journalism & Mass Communication
6. Dr. Nidhi Arora, Associate Professor, Department of Information, Communication & Technology.
7. Ms. Mehek Parnami, Student, BBA, Department of Management Sciences
8. Ms. Anjali Singh, Student, Department of Journalism & Mass Communication

Methodology

The approach to assessing the gender ratio within the organization included compiling data on the gender composition across various committees and departments. This data was gathered from employee records and other pertinent sources.

A. The gathered data underwent analysis using statistical tools and methods to detect any notable variations in the presence of men and women across different bodies and committees.

B. Statistical tools and techniques were employed to analyse the gender ratio within the organization, aiming to uncover significant differences in the representation of men and women across faculties, staff, and students.

Data

A. The data for the following committees was analysed:

1. Governing Body
2. Internal Quality Assurance Cell Committee (IQAC)
3. Students Grievance Redressal Committee (SGRC)
4. Anti-Ragging Committee (ARC)
5. Internal Complaints Committee (ICC)
6. SC/ST Committee
7. NSS
8. Discipline Committee

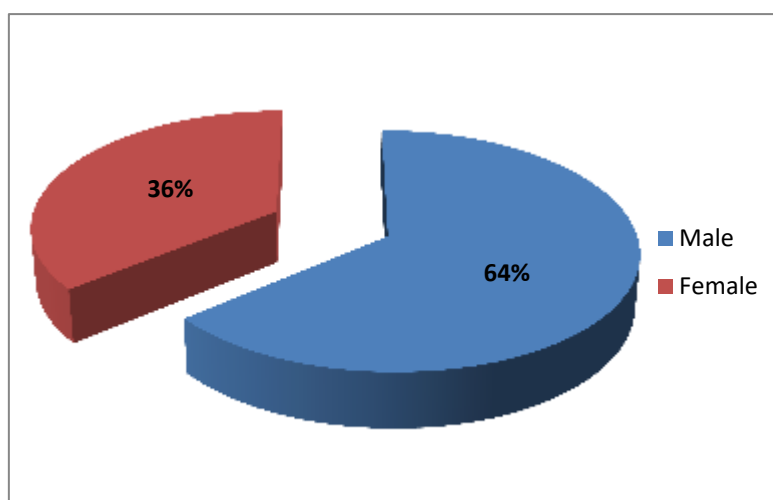
B. The gender –wise composition of following was analysed:

1. Faculty Members
2. Staff
3. Students admitted

A. FINDINGS: GENDER RATIO ACROSS VARIOUS COMMITTEES/BODIES

1. Governing Body:

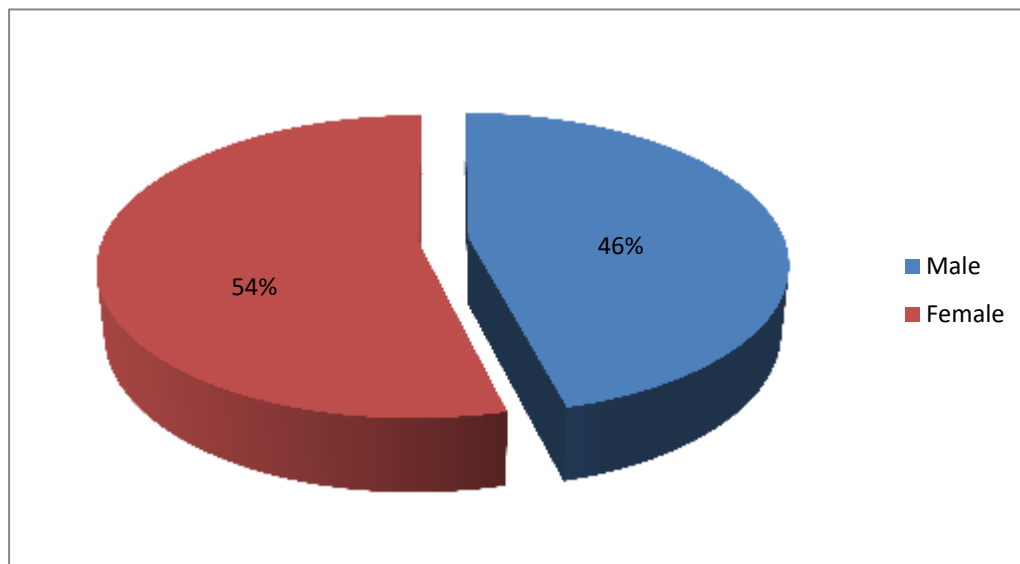
S.No.	Members of Governing Body	Post	Gender
1	Dr. Ram Kailash Gupta	Chairman, Entrepreneur, Educationist	Male
2	Ms. Sandhya Srivastava	Member, Educationist	Female
3	Mrs. Kusum Lata Gupta	Member, Educationist	Female
4	Dr. Sandhya Bindal	Member, Educationist, Industrialist	Female
5	Shri Naresh Goyal	Member, Social Service	Male
6	Ms. Supriya	Member, Social Service	Female
7	Ms. Santosh Aggarwal	Member, Social Service	Female
8	Dr. R.K Soni	Member of AICTE, Regional Officer, NWR, Chandigarh	Male
9	Mr. Mahinder Goel	An Industrialist from the Delhi Region nominated from panel and approved by the Chairman of the Governing Council.	Male
10	Sh. Bhupesh Chaudhary, IAS	Member of the State Government Director of Technical Education (Ex- Officio)	Male
11	Mr. Rakesh Gupta	An Industrialist / technologist / educationist from the Region nominated by the Govt. of NCT of Delhi	Male
12	Dr. Sandeep Kumar	Faculty Representative Nominated at the Level of Professor	Male
13	Mr. Deepak Sharma	Faculty Representative Nominated at the Level of Asst. Professor	Male
14	Dr. Ajay Kumar	Member Secretary, Director of the Technical Institute	Male



Gender Ratio: Governing Body

2. Internal Quality Assurance Cell Committee (IQAC):

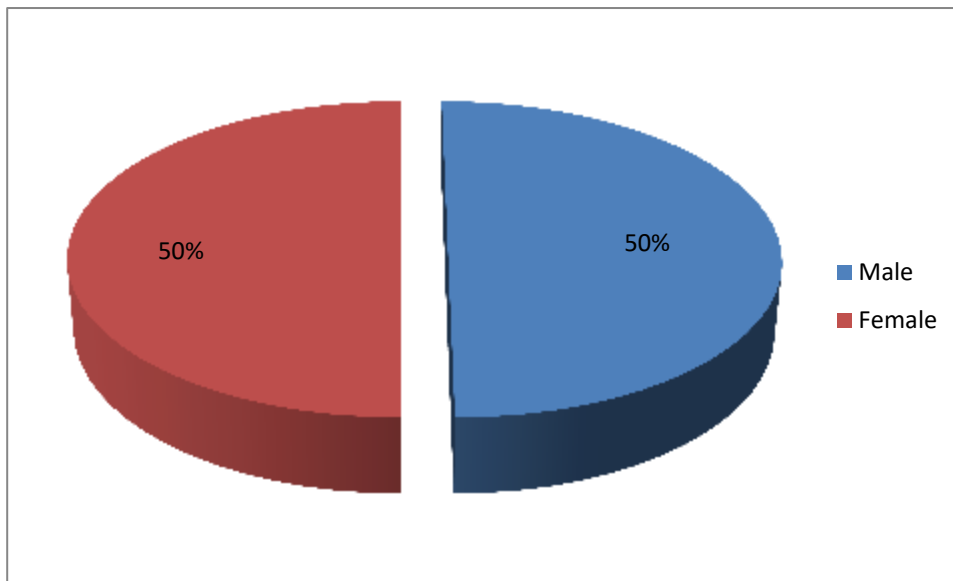
S.No.	Name	Position	Gender
1	Dr. Ajay Kumar, Director	Chairperson	Male
2	Dr. Sandeep Kumar, Professor MBA	IQAC Coordinator	Male
3	Dr. Pooja Sharma, HoD MBA	Member	Female
4	Dr. Deepak Sonker, Professor & HoD BCA	Member	Male
5	Dr. Monisha, HoD BBA	Member	Female
6	Dr. Shivendu Kumar Rai, HoD BA(JMC) 1 Shift	Member	Male
7	Dr. Gopal Thakur, HoD BAJMC 2 nd Shift	Member	Male
8	Dr. M. N. Jha, TIAS	Member	Male
9	Dr. Sheenu Arora, TIAS	Member	Female
10	Dr. Nivedita, Head-T& P Cell	Member	Female
11	Ms. Chestha Agarwal, HoD BCA	Member	Female
12	Dr. Pushpa Rani, Faculty	Member	Female
13	Ms. Aparna Mishra, MBA (2022-24)	Member	Female



Gender Ratio: IQAC

4. Student Grievance Redressal Committee (SGRC)

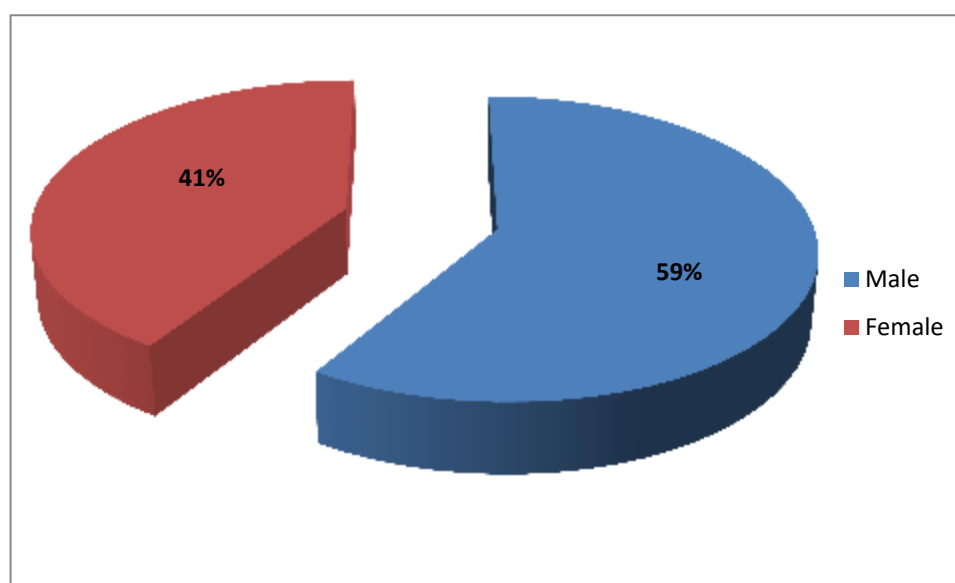
S. No.	Name	Position	Gender
1	Dr. Monisha	Student Welfare	Female
2	Md. Haseeb Ahmed	Psychiatrist	Male
3	Dr. H. L. Nagaraja Murthy	Psychologist	Male
4	Dr. M. N. Jha	Dean Academics	Male
5	Dr. Preeti Jindal	Nodal Officer	Female
6	Mr. Hemant Nagpal	Admin Officer	Male
7	Mrs. Chesta Agarwal	Member	Female
8	Ms. Rishika Arora	Student Representative	Female



Gender Ratio: SGRC Committee

5. Anti-Ragging Committee

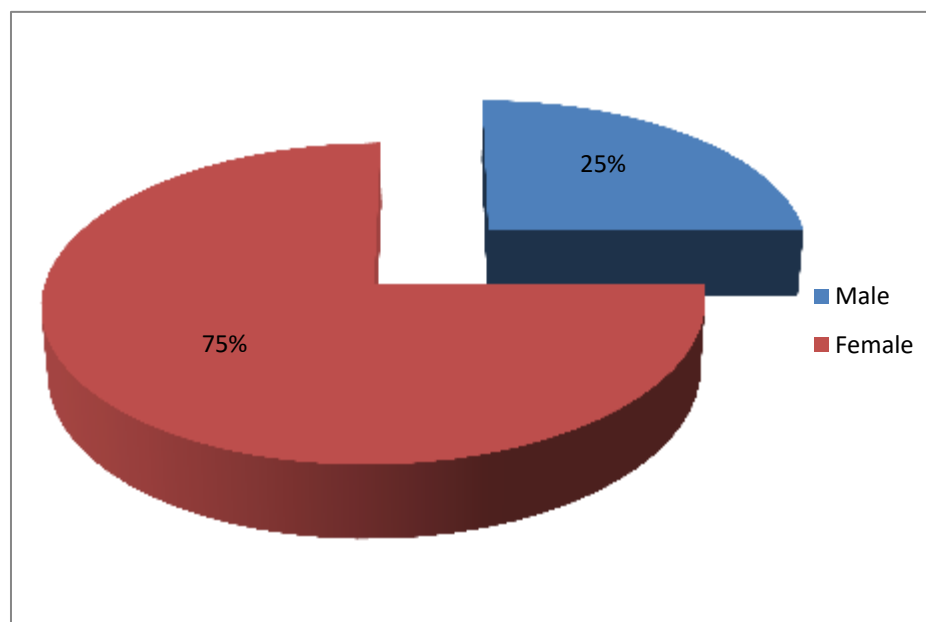
S.No.	Name	Position	Gender
1	Dr. Ajay Kumar	Chairman	Male
2	Dr. Monisha	I/c Student Welfare	Female
3	Dr. M.N.Jha	Dean Academics	Male
4	Dr. Pooja Sharma	Member	Female
5	Dr. Archana Dixit	Member	Female
6	Dr. Gopal Thakur	Member	Male
7	Dr. Sandeep Kumar	Member	Male
8	Dr. Nivedita	Member	Female
9	Mr. Mayank Arora	Member	Male
10	Ms. Uma Sharma	Admin Officer	Female
11	Dr. Bharat Jha	Local Media Rep.	Male
12	Mr. P.R.Sharma	Rep. of Public & Civil Admin.	Male
13	Mr. Satender Tomar	Rep. of Parent of Student	Male
14	Mr. Ashwani Vashisht	Rep. of Parent of Student	Male
15	Mr. Tarun Tomar	Student Representative	Male
16	Ms. Navya Vashisht	Student Representative	Female
17	Ms. Isha Sharma	Student Counsellor	Female



Gender Ratio: Anti-Ragging Committee

6. Internal Complaint Committee

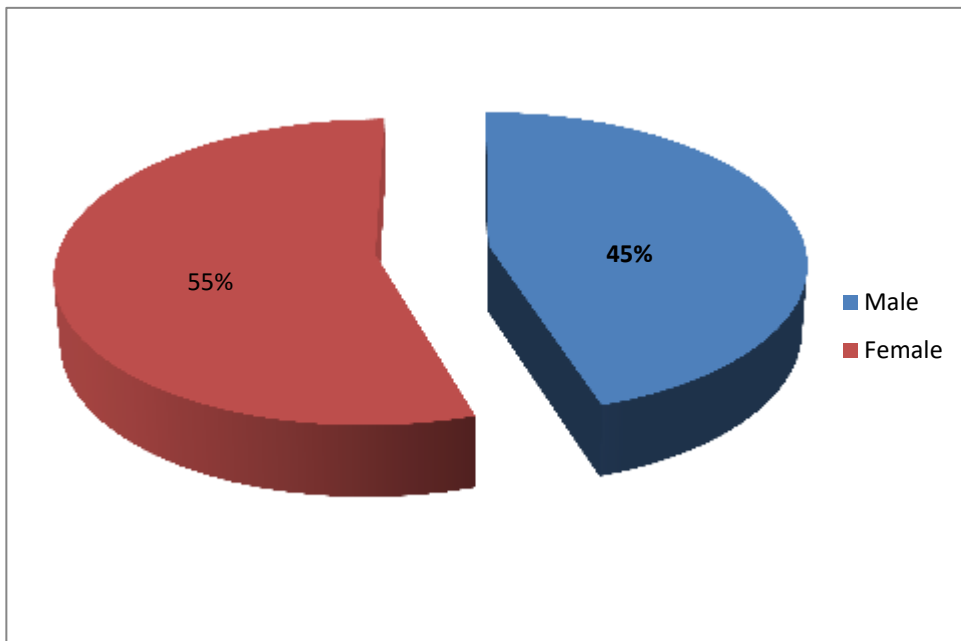
S.No	Name	Designation	Gender
1	Dr. Monisha	Chair	Female
2	Dr. Pooja Sharma	Member Secretary	Female
3	Dr. Sandeep Kumar	Member	Male
4	Dr. Nivedita	Member	Female
5	Ms. Preeti Batra	Academic Coordinator, Member	Female
6	Dr. Shaheen Bano	Member Secretary	Female
7	Ms. Chesta Agarwal	Member	Female
8	Dr. Bharat Jha	Representative -NGO & Media	Male



Gender Ratio: Internal Complaints Committee

7. SC/ST Committee:

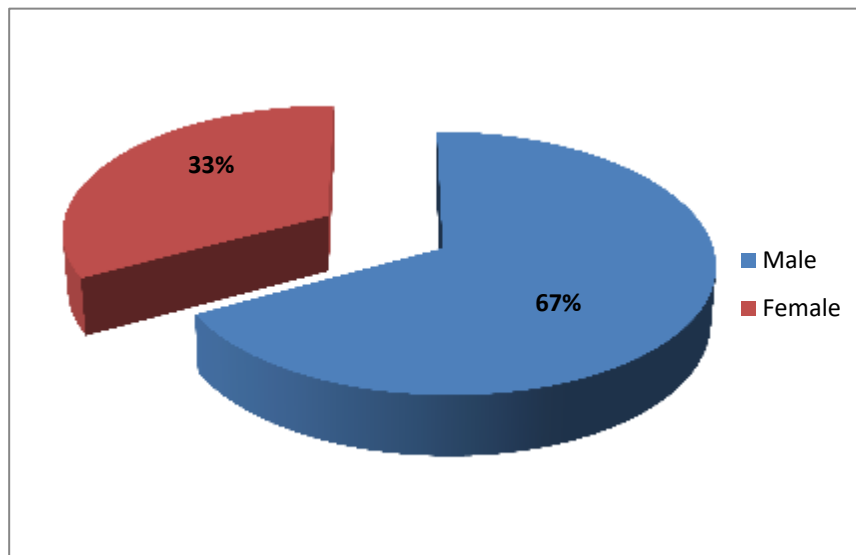
S.No.	Name	Position	Gender
1	Ms. Meenakshi Azad	Chairperson	Female
2	Dr. Monisha	Member	Female
3	Dr. Sandeep Kumar	Member	Male
4	Dr. Rubeena Bano	Member	Female
5	Ms. Himani Chaudhary	Member	Female
6	Ms. Shikha Yadav	Member	Female
7	Mr. Keetan Kr. Kataria	Member	Male
8	Mr. Deepak Prasad	Member	Male
9	Ms. Isha Sharma	Member	Female
10	Mr. Dheeraj Solanki	Student Representative	Male
11	Mr. Vinay Kumar	Student Representative	Male



Gender Ratio: SC/ST

8. NSS:

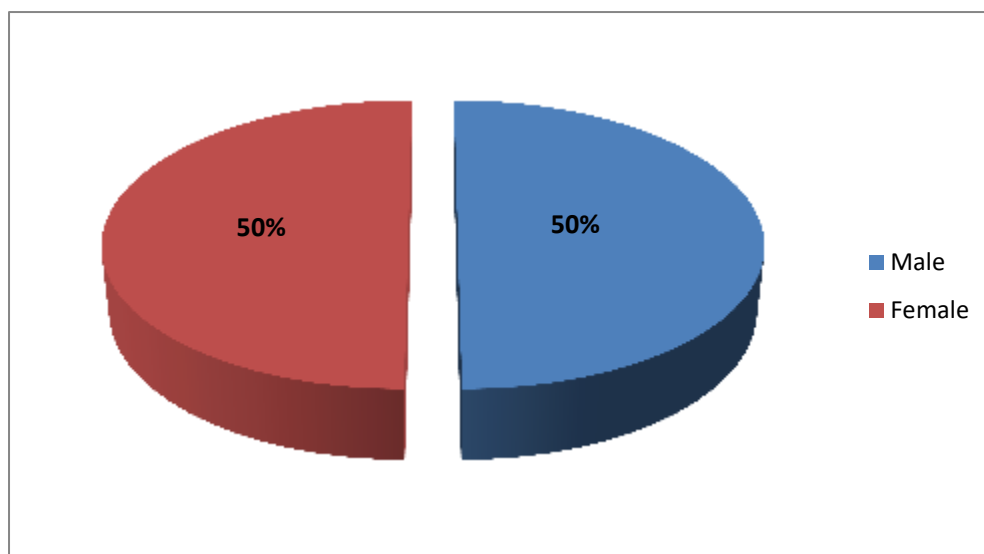
S.No.	Name	Position	Gender
1	Mr. Piyush	Program Officer Unit -1	Male
2	Dr. Sheenu Arora	Program Officer Unit -2	Female
3	Mr. Deepak Kumar	Program Officer Unit -3	Male



Gender Ratio: NSS

9. Discipline Committee

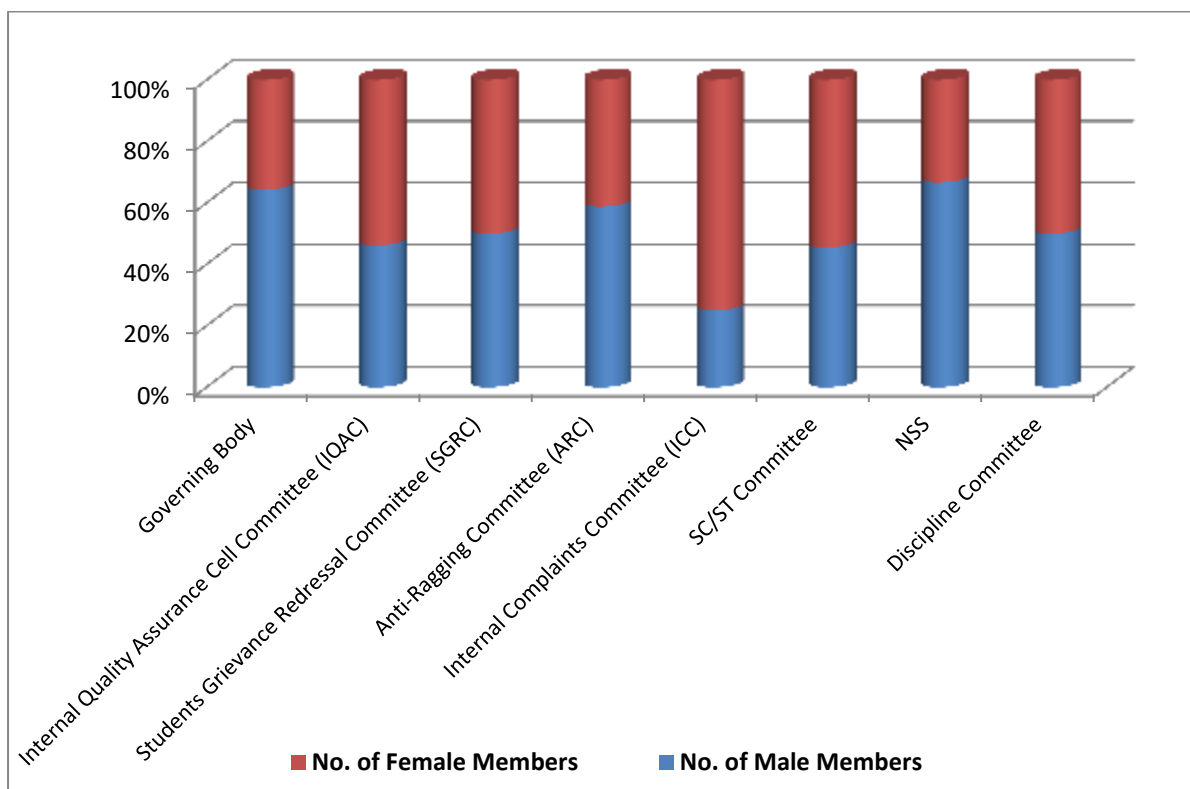
S.No	Name	Designation	Gender
1	Dr. M.N.Jha	Convenor	Male
2	Dr. Monisha	Member	Female
3	Dr. Pooja Sharma	Member	Female
4	Dr. Archana Dixit	Member	Female
5	Dr. Shalini Goel	Member	Female
6	Dr. Shivendu Kr. Rai	Member	Male
7	Dr. Gopal Thakur	Member	Male
8	Dr. Deepak Sonker	Member	Male
9	Mr. Mayank Arora	Member	Male
10	Ms. Preeti Batra	Member, PRO	Female



Gender Ratio: Discipline Committee

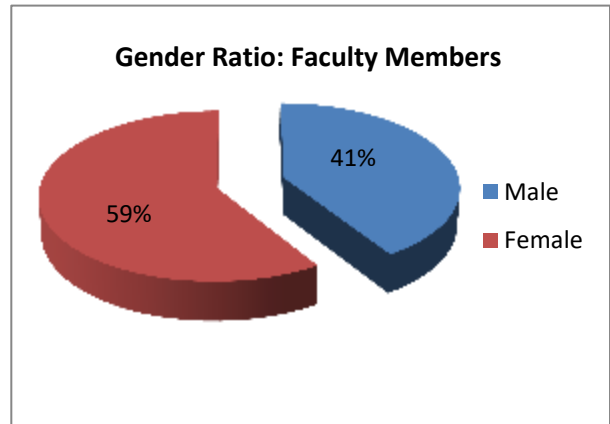
Overall Comparative Analysis

S.No.	Committee/Body	No. of Male Members	No. of Female Members
1	Governing Body	64	36
2	Internal Quality Assurance Cell Committee (IQAC)	46	54
3	Students Grievance Redressal Committee (SGRC)	50	50
4	Anti-Ragging Committee (ARC)	59	41
5	Internal Complaints Committee (ICC)	25	75
6	SC/ST Committee	45	55
7	NSS	67	33
8	Discipline Committee	50	50
Total		51	49



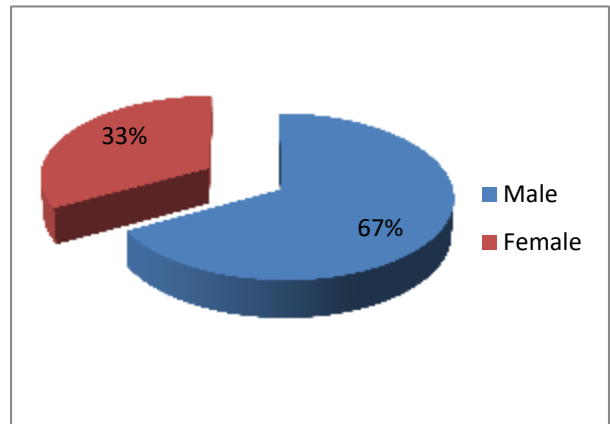
B. Findings: Gender Ratio Amongst Faculties, Staff And Students

Gender-Ratio amongst Faculty Members



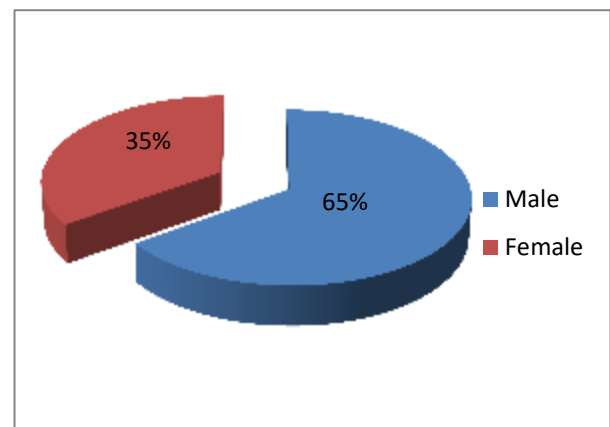
Gender Ratio: Faculty Members

Gender-Ratio amongst Staff



Gender Ratio: Staff Members

Gender-Ratio amongst Students



Gender Ratio: Students Admitted

Conclusion

Maintaining an appropriate gender ratio in educational institutions is crucial for fostering fairness and creating a supportive, inclusive learning environment for all individuals involved—students, staff, and faculty. A diverse mix of genders brings a broader range of perspectives and ideas, which enhances intellectual growth and academic achievements. It is equally vital to address gender disparities among educational staff to offer students diverse role models and mentors.

At TIAS, we actively monitor and address any gender imbalances to promote equality and cultivate a more inclusive learning environment for all students. The institution has made significant strides in achieving gender diversity, with 59% of its faculty being women and around 50% representation on various committees. These achievements underscore TIAS's dedication to promoting gender equality and nurturing an inclusive workplace that values the involvement of every individual, regardless of gender.



-: An Initiative of Tecnia Internal Quality Assurance Cell :-

TECNIA INSTITUTE OF ADVANCED STUDIES

GRADE "A" INSTITUTE

Recognized Under Sec. 2(f) of UGC Act 1956, Approved by AICTE, Ministry of HRD, Govt. of India,
Affiliated to Guru Gobind Singh Indraprastha University.

Institutional Area, Madhuban Chowk, Rohini, New Delhi, 110085

ISO 9001:2015, ISO 14001:2015, ISO 21001:2018 & ISO 51001: 2018 Certified Institute;
Rated as 'A' Category by JAC, Govt. of NCT of Delhi; A++ Category - Best Business School
by AIMA - Business Standard Survey & Included in Top 100 B & IT School by Dalal Street Investment Journal.