

Maharaja Agrasen Institute of Management Studies

(A unit of Maharaja Agrasen Technical Education Society)

Affiliated to GGSIP University; Recognized u/s 2(f) of UGC

Recognized by Bar Council of India; ISO 9001:2015 Certified Institution

Sector- 22, Rohini, Delhi- 110086, India



CRITERION 7



7.1 INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

Metric 7.1.1



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GENDER AUDIT REPORT Year 2021-22





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Director

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Gender Audit Report 2021-2022

About MAIMS

Maharaja Agrasen Institute of Management Studies (MAIMS) under the Charitable “Maharaja Agrasen Technical Education Society (MATES)” has been in existence for approx. two decades, which has been a period of significant accomplishments and fulfilment. It came into existence in 2003.

The Institute has an intake of 2880 students in 6 courses, namely BBA, B.COM (H), BA (JMC), BA (H) Eco., BBA LLB and BA LLB. It has a lush green campus with excellent infrastructural facilities to support the teaching-learning process. The institute has 33 clubs/societies which offer a platform to students for their overall development.

Objective

The Internal Quality Assurance Cell (IQAC) of Maharaja Agrasen Institute of Management Studies has felt the need to conduct Gender Audit with the objective to perform a comprehensive assessment of the gender distribution within the organization, with the aim of identifying any existing gender gaps or imbalances, and to provide recommendations for actions that can be taken to promote greater gender diversity and equity in the workplace.

It involves an inclusion of women's and men's needs and experience. It's a process of incorporating gender equity approach in all aspects as governance, decision-making, needs analysis, institutional services and operating mechanisms, evaluation in institutions etc so as to produce an institution that's gender indifferent.

Gender Audit Team

Following members of Gender Audit team have collected the data from various departments for presenting the same in this report.

1. Ms. Sanam Sharma, Assistant Professor, Department of Business Administration
2. Dr. Sangita Malik, Professor, Department of Business Administration
3. Dr. Gaurav Aggarwal, Associate Professor, Department of Economics
4. Dr. Nidhi Chaudhry, Associate Professor, Department of Journalism & Mass Communication
5. Ms. Deepali Channa, Student, BA(JMC)
6. Ms. Anshika Gupta, Student, BBA


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Methodology

The methodology for scanning the gender ratio in the organization involved gathering relevant data on the gender composition of the organization, including information on the gender distribution across different committees, departments, and functions. This data was collected through employee records and other relevant sources.

- A. The collected data was analysed using statistical tools and techniques to identify any significant differences in the representation of men and women across various bodies and committees.
- B. The gender-wise composition of the organisation was analysed using statistical tools and techniques to identify any significant differences in the representation of men and women across Faculties, Staff and Students.

Data

- A. The data for following committees was analysed:

1. Governing Body
2. Internal Advisory Committee
3. Internal Quality Assurance Cell Committee (IQAC)
4. Students Grievances Redressal & Welfare Office (SGRWO)/ Grievance Redressal Committee (GRC)
5. Anti – Ragging Committee
6. Faculty & Staff Grievances Committee
7. Internal Complaints Committee
8. NSS
9. NCC
10. Discipline Committee

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

1. Faculties
2. Staff
3. Students admitted in year 2021-22

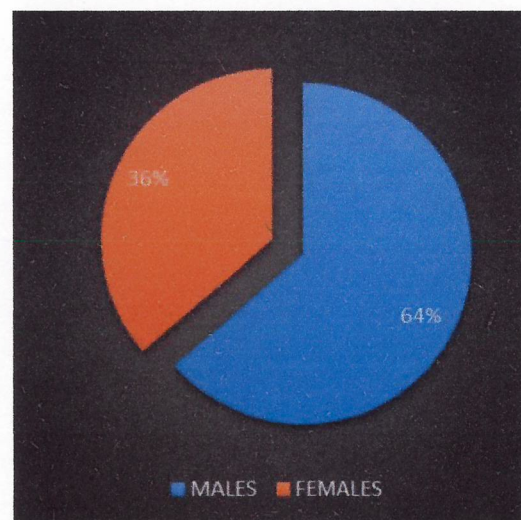

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A. FINDINGS: GENDER RATIO ACROSS VARIOUS COMMITTEES/BODIES

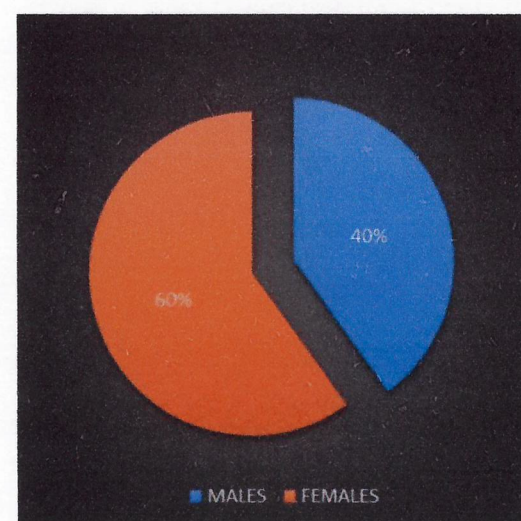
1. GOVERNING BODY

GOVERNING BODY			
S.No	Name	Post	Gender
1	Sh. Mohan Garg	Chairperson	Male
2	Sh. Anand Gupta	Member	Male
3	Sh. Rajnish Gupta	Member	Male
4	Hon'ble Mr. Justice Vinod Goel	Member, Representative of Industries	Male
5	Sh. C. P. Gupta	Member, Representative of Industries	Male
6	Prof. (Dr). A.P Singh	Member, Representative of GGSIPU	Male
7	Prof. (Dr). S.K Garg	Member	Male
8	Dr. Rajni Malhotra Dhingra	Member Secretary	Female
9	Dr. Vineeta Gupta	Teacher Representative	Female
10	Dr. Manju Gupta	Teacher Representative	Female
11	Ms. Sarita Garg	Teacher Representative	Female



2. INTERNAL ADVISORY COMMITTEE

INTERNAL ADVISORY COMMITTEE			
S.No	Name	Post	Gender
1	Prof. (Dr.) Rajni Malhotra Dhingra	Chairperson	Female
2	Prof. (Dr.) Vinita Gupta	Member	Female
3	Prof. (Dr.) Manju Gupta	Member	Female
4	Dr. Praveen Kumar Gupta	Member	Male
5	Dr. Manoj Verma	Member	Male
6	Dr. Gaurav Aggarwal	Member	Male
7	Ms. Sarita Bansal Garg	Member	Female
8	Dr. Sumedha Dutta	Member	Female
9	Prof. (Dr.) Sangeeta Malik	Member	Female
10	Mr. Deepak Sharma	Member	Male

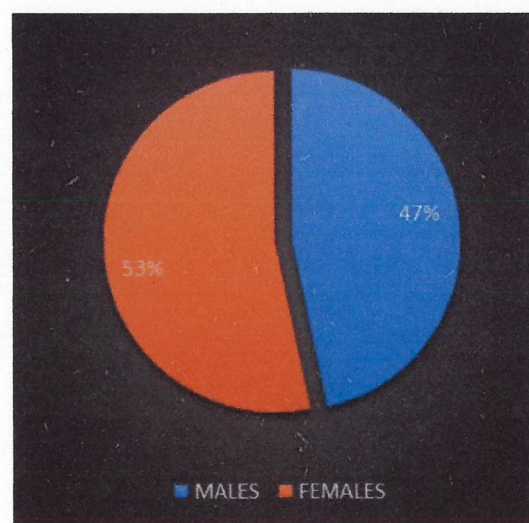



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3. INTERNAL QUALITY ASSURANCE CELL COMMITTEE (IQAC)

INTERNAL QUALITY ASSURANCE CELL COMMITTEE (IQAC)			
S.No	Name	Post	Gender
1	Prof. (Dr.) Rajni Malhotra Dhingra	Chairperson	Female
2	Mr. Rajnish Gupta	Member	Male
3	Prof. (Dr.) Vinita Gupta	Member	Female
4	Prof. (Dr.) Manju Gupta	Member	Female
5	Dr. Praveen Kumar Gupta	Member	Male
6	Dr. Manoj Verma	Member	Male
7	Dr. Gaurav Aggarwal	Member	Male
8	Dr. Sumedha Dutta	Member	Female
9	Ms. Rashi Aggarwal	Member	Female
10	Ms. Sakshi Gupta	Member	Female
11	Mr. Deepak Sharma	Member	Male
12	Mr. Yash Khatri (Alumni Representative)	Member	Male
13	Ms. Deepti Kapoor (Students Representative)	Member	Female
14	Mr. Anand Gupta, Director, Indian Packways Pvt Ltd (Employer Representative)	Member	Male
15	Ms. Sarita Bansal Garg	Coordinator	Female



(Signature)
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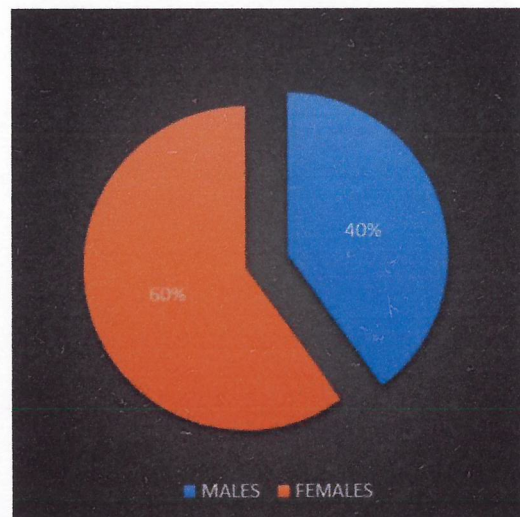
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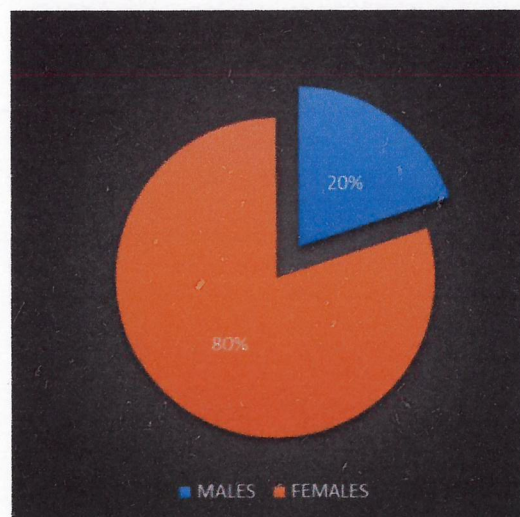
4. STUDENTS GRIEVANCES REDRESSAL & WELFARE OFFICE/ GRIVIENCE REDRESSAL COMMITTEE

STUDENTS GRIEVANCES REDRESSAL & WELFARE OFFICE/ GRIVIENCE REDRESSAL COMMITTEE			
S.No	Name	Post	Gender
1	Dr. Charu Mohla	SGRW Officer	Female
2	Mr. Rajesh Kumar Ramuka	Psychologist / Psychiatrist	Male
3	Prof. (Dr.) Sangita Malik	Counselor	Female
4	Ms. Shifali Ahuja	Associate SGRW Officer	Female
5	Dr. Deepak Dagar	Member	Male
6	Dr. Deepa Kaushik	Member	Female
7	Mr. Praveen Kumar Singh	Member	Male
8	Ms. Diksha Goel	Member	Female
9	Mr. Deepak Sharma	Member	Male
10	Harshita Ghai (05114701720)	Nominated Student Representative	Female



5. ANTI - RAGGING COMMITTEE

ANITI-RAGGING COMMITTEE			
S.No	Name	Post	Gender
1	Dr. Geetanjali Gupta	Convenor	Female
2	Ms. Riya Sharma	Member	Female
3	Dr. Nirdosh Kumar	Member	Male
4	Ms. Kamna Vaid	Member	Female
5	Dr. Nisha Singh	Member	Female

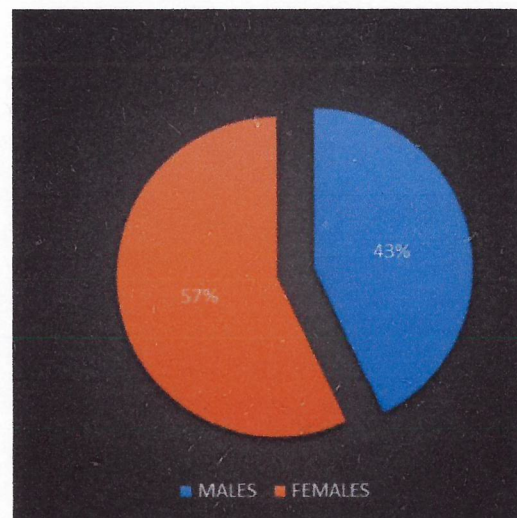


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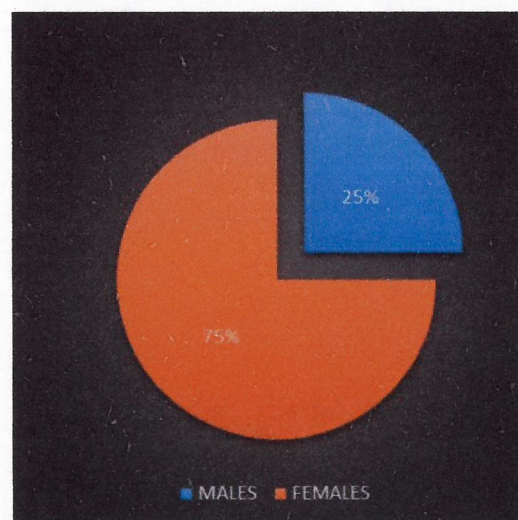
6. FACULTY & STAFF GRIEVANCES COMMITTEE

FACULTY & STAFF GRIEVANCES COMMITTEE			
S.No	Name	Post	Gender
1	Dr. Charu Mohla	Convenor	Female
2	Mr. Shridul Gupta	Co-Convenor	Male
3	Ms. Shruti Yadav	Member	Female
4	Dr. Nidhi Chaudhry	Member	Female
5	Dr. Kamal Gupta	Member	Male
6	Ms. Diksha Goel	Member	Female
7	Mr. Mukesh Kalwani	Member	Male



7. INTERNAL COMPLAINTS COMMITTEE

INTERNAL COMPLAINTS COMMITTEE			
S.No	Name	Post	Gender
1	Prof. (Dr.) Sangita Malik	Convenor	Female
2	Dr. Nisha Dhanraj Dewani	Co-Convenor	Female
3	Dr. Umesh C. Pathak	Member	Male
4	Dr. Charu Mohla	Member	Female
5	Dr. Nisha Singh	Member	Female
6	Ms. Purnima Gupta	Member	Female
7	Ms. Rachita Aggarwal	Member	Female
8	Dr. Jeetender Kumar Singh	Member	Male




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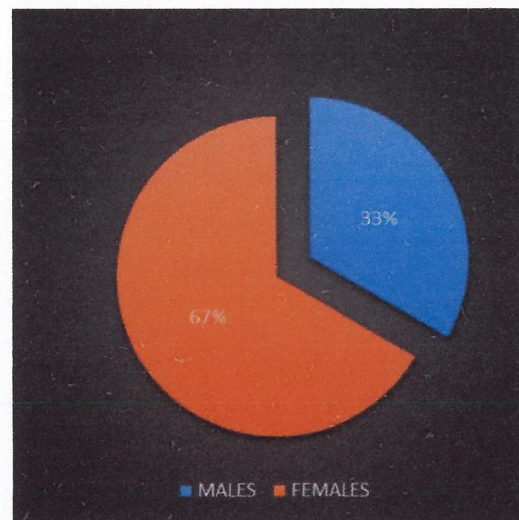
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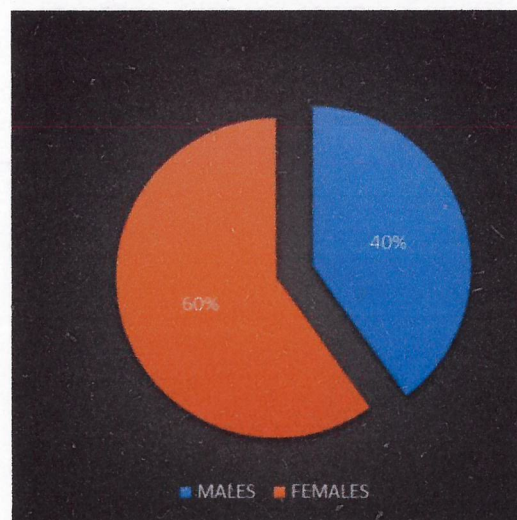
8. NSS

NSS			
S.No	Name	Post	Gender
1	Dr. Umesh C Pathak	Program Officer	Male
2	Ms. Smriti Sharma	Associate Program Officer	Female
3	Ms. Divisha Gupta	Member	Female



9. NCC

NCC			
S.No	Name	Post	Gender
1	Dr. Anitha G	Associate NCC Officer	Female
2	Mr. Praveen Malik	Caretaker	Male
3	Ms. Kshama Agarwal	Caretaker	Female
4	Dr. Gulshan Gupta	Member	Male
5	Ms. Durga	Member	Female



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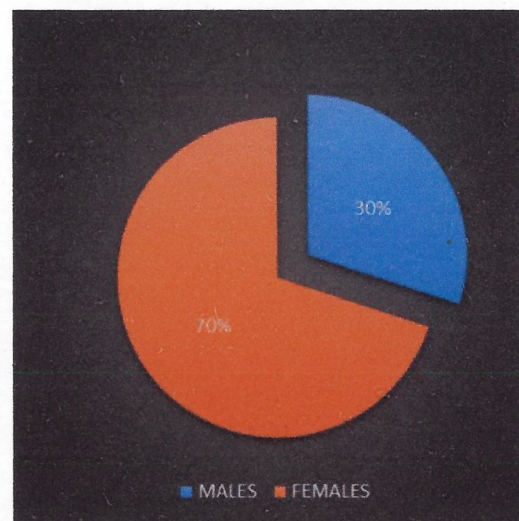
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10. DISCIPLINE COMMITTEE

DISCIPLINE COMMITTEE			
S.No	Name	Post	Gender
1	Ms. Riya Sharma	Convenor	Female
2	Dr. Anitha G	Convenor	Female
3	Dr. Charu Mohla	Member	Female
4	Mr. Praveen Malik	Member	Male
5	Dr. Nirdosh Kumar	Member	Male
6	Dr. Deepak Dagar	Member	Male
7	Dr. Nisha Singh	Member	Female
8	Dr. Rachna Jain	Member	Female
9	Dr. Monica Sharma	Member	Female
10	Ms. Smriti Sharma	Member	Female




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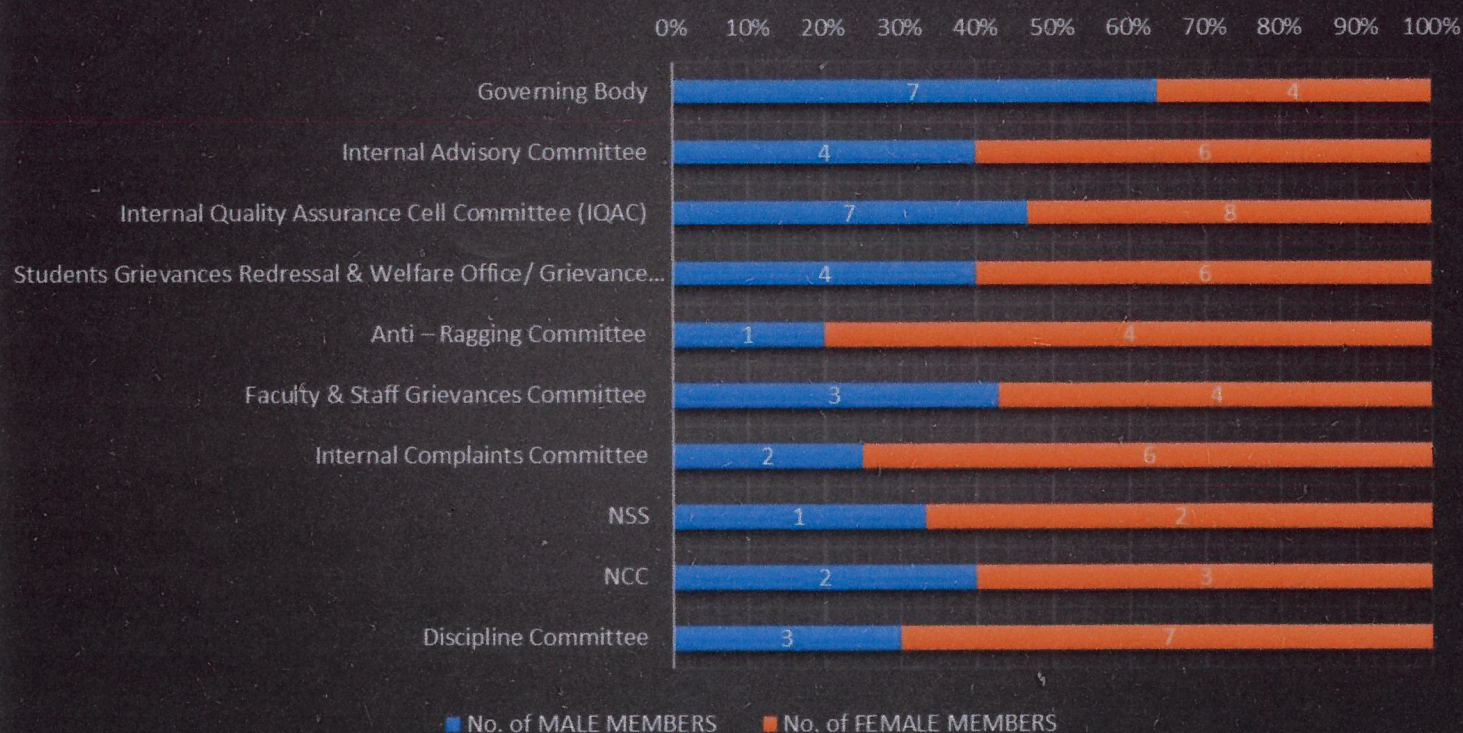
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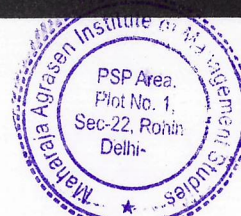
OVERALL COMPARITIVE ANALYSIS

S. No.	COMMITTEE/ BODY	No. of MALE MEMBERS	No. of FEMALE MEMBERS
1	Governing Body	7	4
2	Internal Advisory Committee	4	6
3	Internal Quality Assurance Cell Committee (IQAC)	7	8
4	Students Grievances Redressal & Welfare Office/ Grievance Redressal Committee	4	6
5	Anti – Ragging Committee	1	4
6	Faculty & Staff Grievances Committee	3	4
7	Internal Complaints Committee	2	6
8	NSS	1	2
9	NCC	2	3
10	Discipline Committee	3	7
	TOTAL	34	50

OVERALL COMPARITIVE ANALYSIS



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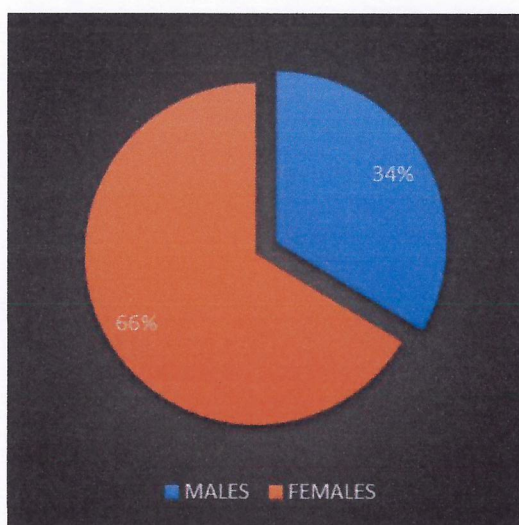
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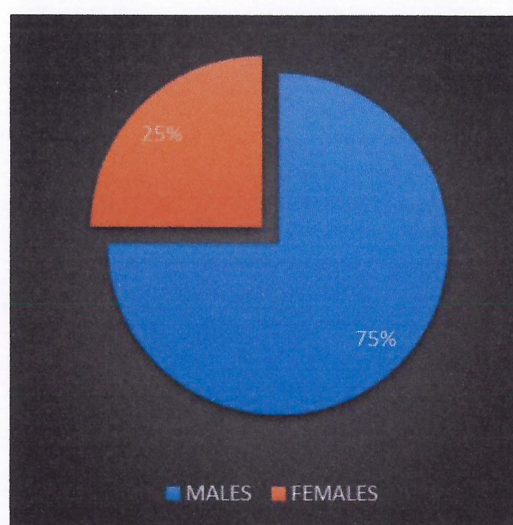
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B. FINDINGS: GENDER RATIO AMONGST FACULTIES, STAFF AND STUDENTS

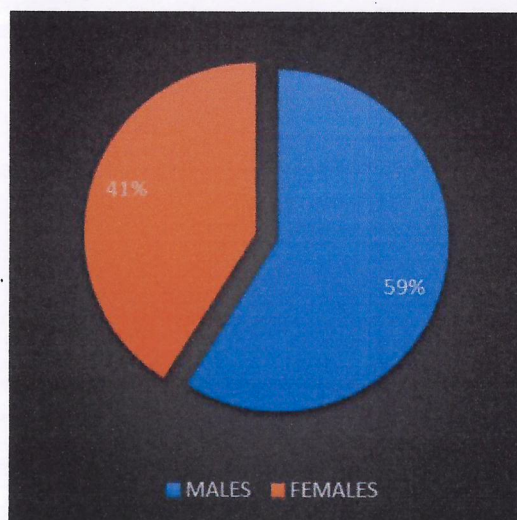
GENDER RATIO AMONGST FACULTIES



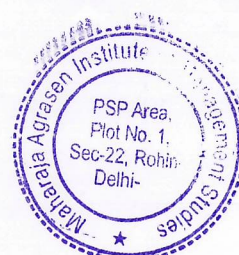
GENDER RATIO AMONGST STAFF



GENDER RATIO AMONGST STUDENTS ADMITTED



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Conclusion

Ensuring a balanced gender ratio in educational institutions is crucial for promoting equity and creating a safe and inclusive learning environment for all students, staff and faculties. A gender-diverse body can lead to a broader range of perspectives and ideas, contributing to more significant intellectual growth and academic achievement. Additionally, it is crucial to address any gender imbalances in educational staff to ensure that all students have access to diverse role models and mentors. Therefore, we at MAIMS, actively monitor and address any gender imbalances to promote equality and create a more equitable learning environment for all students.

It is worth noting that the organization has made significant strides towards achieving gender diversity, with more than 60% of its faculties being female and more than 50% representation across various committees. This is a positive indication of the organization's commitment to promoting gender equality and creating an inclusive work environment that values the contribution of all individuals, regardless of their gender.


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