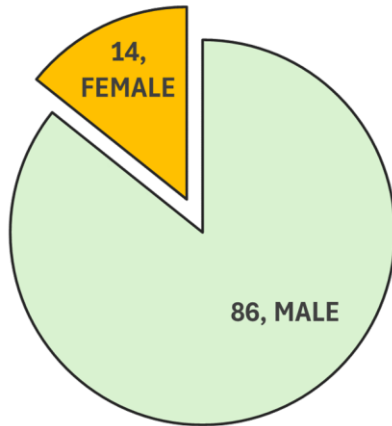


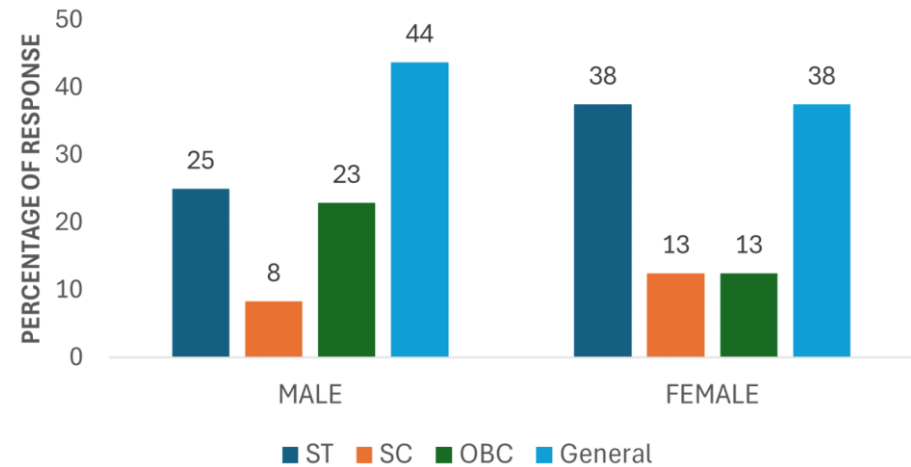
A report on Gender Audit of MBB University

Basic Information

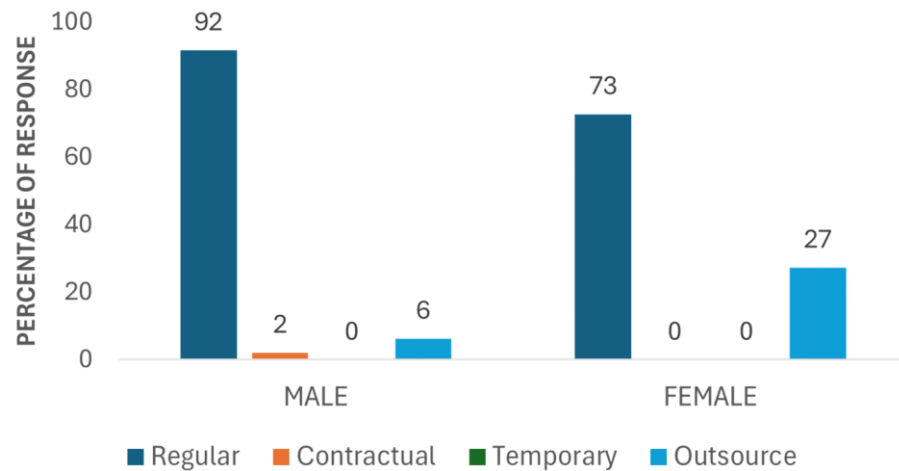
Percentage of MALE and FEMALE Respondents



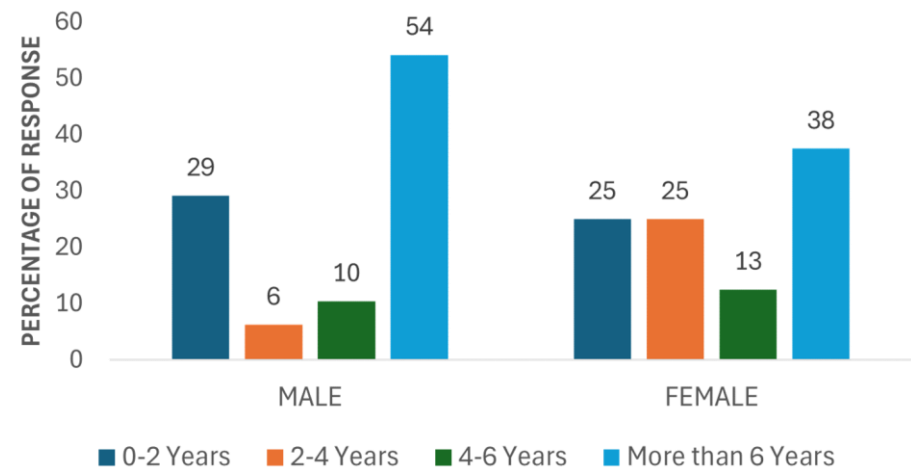
Social Category



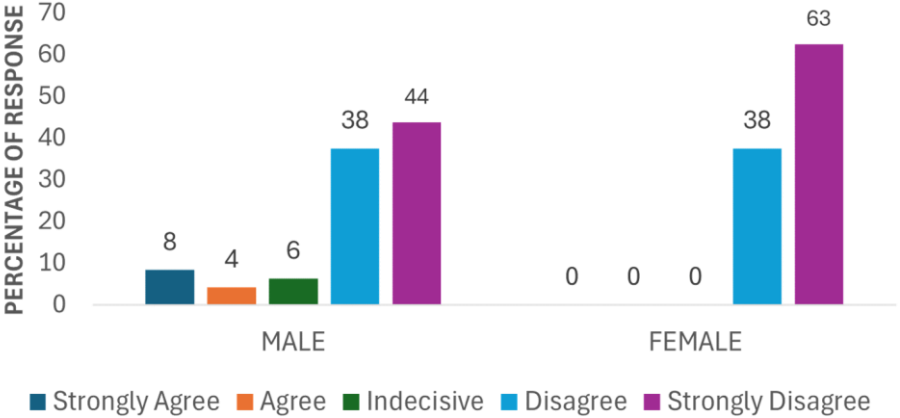
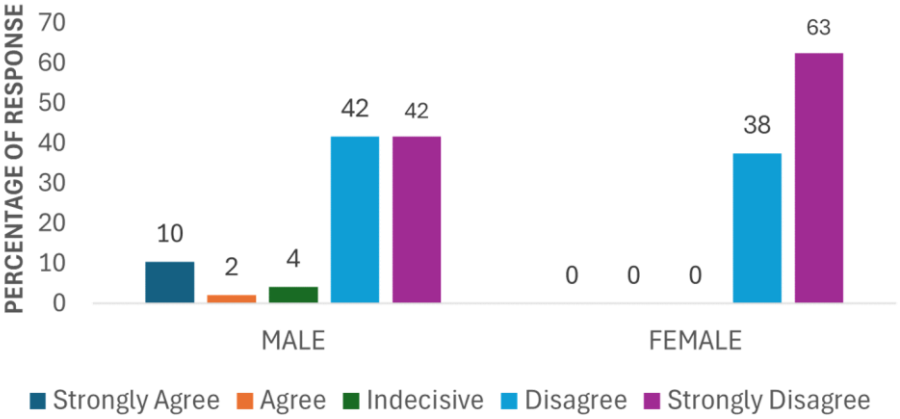
Status of Employment



Years of Working Experience in this University

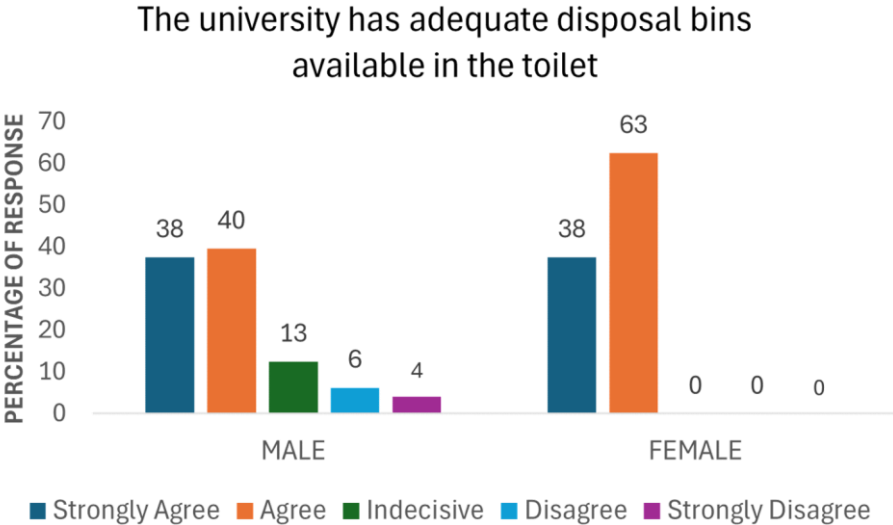
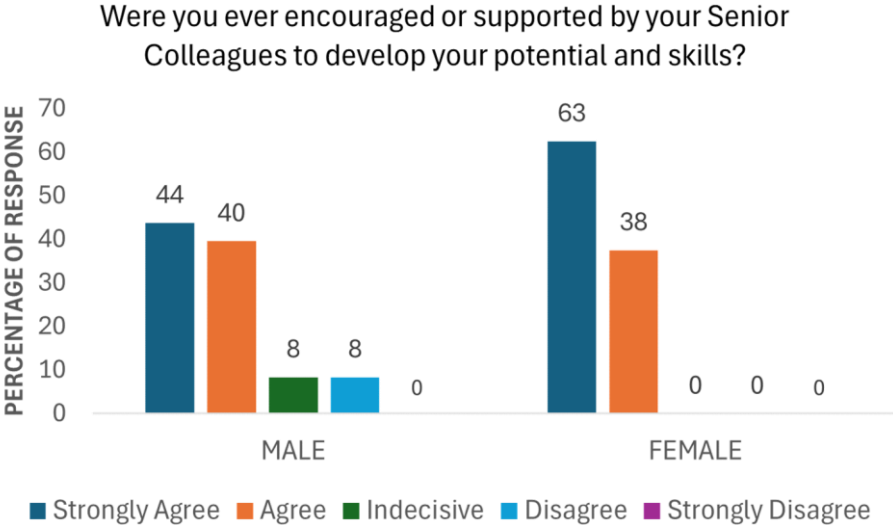


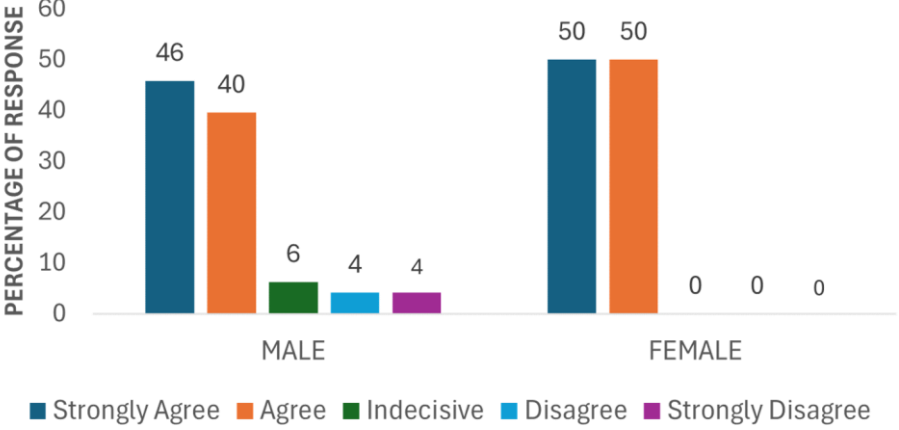
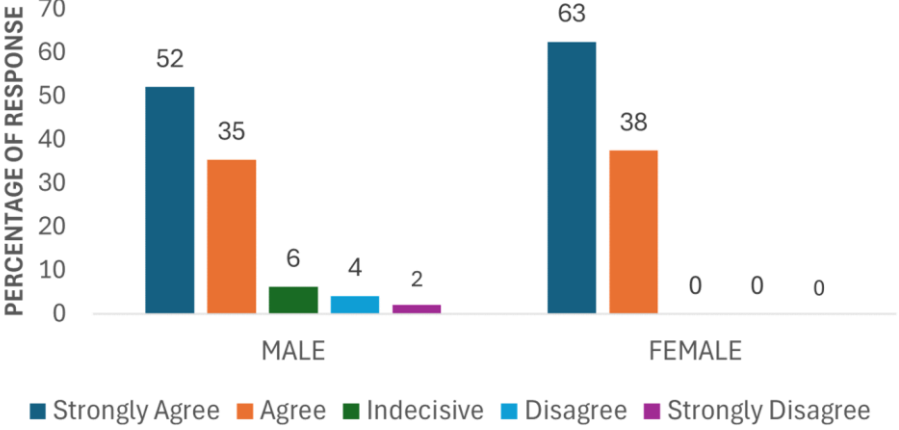
Comparison of Employee Feedback data with respect to different Genders

Q. No	Question	Comparative study using Bar diagram
5	Have you ever experienced any discrimination based on your gender?	<p data-bbox="1061 165 1738 245">Have you ever experienced any discrimination based on your gender?</p>  <p data-bbox="920 719 1877 791">Here, 12% of males say that they experienced discrimination based on gender, but females have no complaints regarding it.</p>
6	Have you ever experienced or whether felt discriminated because you are a male/female by the university authority in terms of pay, benefits, recognition, etc?	<p data-bbox="1039 820 1765 916">Have you ever experienced or whether felt discriminated because you are a male/female by the university authority in terms of pay, benefits, recognition, etc?</p>  <p data-bbox="920 1374 1877 1441">Here, 12% of males say that they experienced discrimination based on gender in terms of pay, benefits, recognition, etc., but females</p>

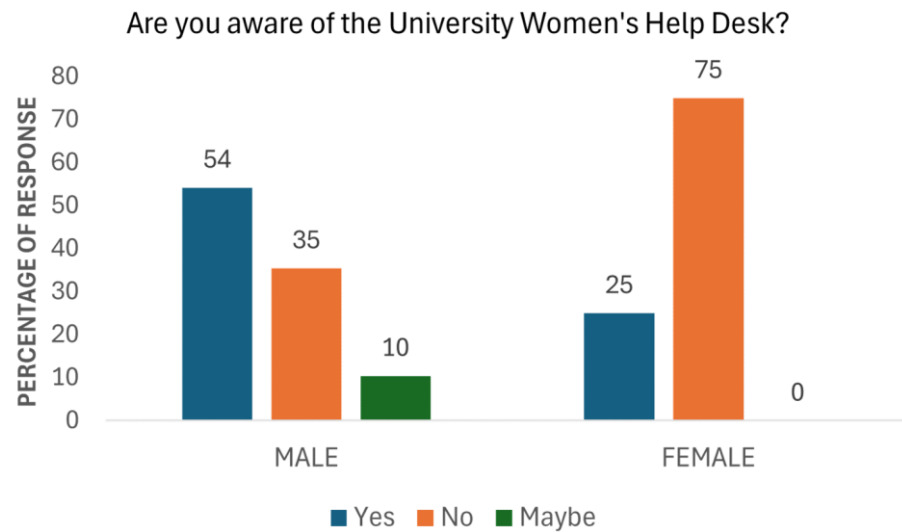
		<p style="text-align: center;">have no complaints regarding it.</p>																		
7	<p>Does the university consider male and female different needs into account in a participatory way?</p>	<p style="text-align: center;">Does the university consider male and female different needs into account in a participatory way?</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>15</td> <td>19</td> <td>17</td> <td>31</td> <td>19</td> </tr> <tr> <td>FEMALE</td> <td>13</td> <td>13</td> <td>13</td> <td>25</td> <td>38</td> </tr> </tbody> </table> <p style="text-align: center;">Here, the response patterns of both males and females are more or less the same.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	15	19	17	31	19	FEMALE	13	13	13	25	38
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	15	19	17	31	19															
FEMALE	13	13	13	25	38															
10	<p>The University has a share of responsibility in the implementation of Gender equality initiatives for the employees</p>	<p style="text-align: center;">The University has a share of responsibility in the implementation of Gender equality initiatives for the employees</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>52</td> <td>33</td> <td>10</td> <td>2</td> <td>2</td> </tr> <tr> <td>FEMALE</td> <td>50</td> <td>13</td> <td>38</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p style="text-align: center;">Here, the response patterns of both males and females are more or less the same.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	52	33	10	2	2	FEMALE	50	13	38	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	52	33	10	2	2															
FEMALE	50	13	38	0	0															

<p>11</p>	<p>There is equal opportunity to all gender for free and fair expression of ideas</p>	<p>There is equal opportunity to all gender for free and fair expression of ideas</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>56</td> <td>35</td> <td>6</td> <td>0</td> <td>2</td> </tr> <tr> <td>FEMALE</td> <td>63</td> <td>38</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Legend: Strongly Agree (Dark Blue), Agree (Orange), Indecisive (Green), Disagree (Light Blue), Strongly Disagree (Purple)</p> <p>Here, the response patterns of both males and females are more or less the same.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	56	35	6	0	2	FEMALE	63	38	0	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	56	35	6	0	2															
FEMALE	63	38	0	0	0															
<p>12</p>	<p>In the university there are adequate toilet facilities separately for male and female</p>	<p>In the university there are adequate toilet facilities separately for male and female</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>60</td> <td>33</td> <td>2</td> <td>0</td> <td>4</td> </tr> <tr> <td>FEMALE</td> <td>88</td> <td>13</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Legend: Strongly Agree (Dark Blue), Agree (Orange), Indecisive (Green), Disagree (Light Blue), Strongly Disagree (Purple)</p> <p>Here, the response patterns of both males and females are more or less the same. But females are more satisfied than males in this regard.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	60	33	2	0	4	FEMALE	88	13	0	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	60	33	2	0	4															
FEMALE	88	13	0	0	0															

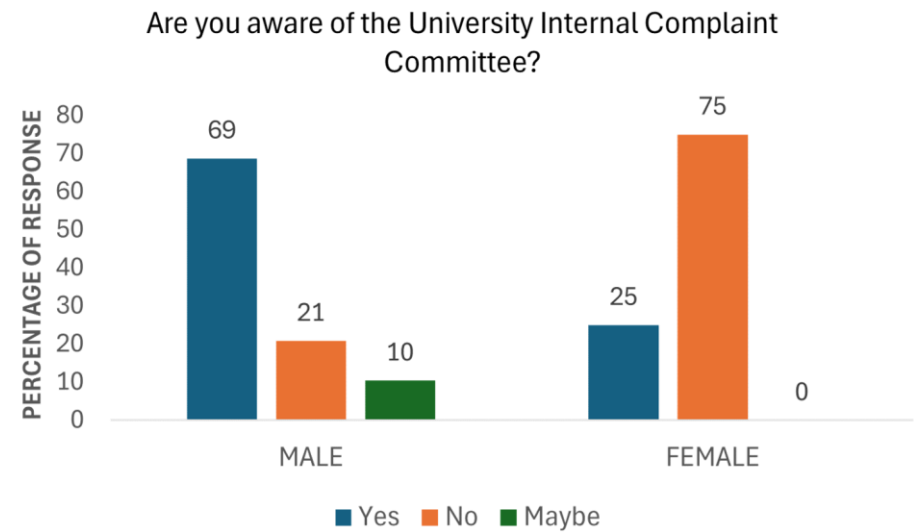
<p>13</p>	<p>The university has adequate disposal bins available in the toilet</p>	<p>The university has adequate disposal bins available in the toilet</p>  <p>PERCENTAGE OF RESPONSE</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>38</td> <td>40</td> <td>13</td> <td>6</td> <td>4</td> </tr> <tr> <td>FEMALE</td> <td>38</td> <td>63</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Legend: Strongly Agree (Dark Blue), Agree (Orange), Indecisive (Green), Disagree (Light Blue), Strongly Disagree (Purple)</p> <p>Here, 10% of males say that disposal bins in toilets are not enough, but females have no complaints regarding them.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	38	40	13	6	4	FEMALE	38	63	0	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	38	40	13	6	4															
FEMALE	38	63	0	0	0															
<p>14</p>	<p>Were you ever encouraged or supported by your Senior Colleagues to develop your potential and skills?</p>	<p>Were you ever encouraged or supported by your Senior Colleagues to develop your potential and skills?</p>  <p>PERCENTAGE OF RESPONSE</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>44</td> <td>40</td> <td>8</td> <td>8</td> <td>0</td> </tr> <tr> <td>FEMALE</td> <td>63</td> <td>38</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Legend: Strongly Agree (Dark Blue), Agree (Orange), Indecisive (Green), Disagree (Light Blue), Strongly Disagree (Purple)</p> <p>Here, 8% of males say that senior colleagues are not of a supportive nature, but females have no complaints regarding them.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	44	40	8	8	0	FEMALE	63	38	0	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	44	40	8	8	0															
FEMALE	63	38	0	0	0															

<p>15</p>	<p>There are adequate lighting facilities available inside the campus during night</p>	<p>There are adequate lighting facilities available inside the campus during night</p>  <p>PERCENTAGE OF RESPONSE</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>46</td> <td>40</td> <td>6</td> <td>4</td> <td>4</td> </tr> <tr> <td>FEMALE</td> <td>50</td> <td>50</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>■ Strongly Agree ■ Agree ■ Indecisive ■ Disagree ■ Strongly Disagree</p> <p>Here, 8% of males say that lighting facilities inside the campus during night are not enough, but females have no complaints regarding them.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	46	40	6	4	4	FEMALE	50	50	0	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	46	40	6	4	4															
FEMALE	50	50	0	0	0															
<p>16</p>	<p>There are adequate light in corridor, classrooms, common areas, toilets, etc.</p>	<p>There are adequate light in corridor, classrooms, common areas, toilets, etc.</p>  <p>PERCENTAGE OF RESPONSE</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Strongly Agree</th> <th>Agree</th> <th>Indecisive</th> <th>Disagree</th> <th>Strongly Disagree</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>52</td> <td>35</td> <td>6</td> <td>4</td> <td>2</td> </tr> <tr> <td>FEMALE</td> <td>63</td> <td>38</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>■ Strongly Agree ■ Agree ■ Indecisive ■ Disagree ■ Strongly Disagree</p> <p>Here, 6% of males say that light in corridor, classrooms, common areas, toilets, etc. are not enough, but females have no complaints regarding them.</p>	Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree	MALE	52	35	6	4	2	FEMALE	63	38	0	0	0
Gender	Strongly Agree	Agree	Indecisive	Disagree	Strongly Disagree															
MALE	52	35	6	4	2															
FEMALE	63	38	0	0	0															

Awareness about Grievance redressal



This graph shows that males are much more aware of the "University Women's Help Desk". It is surprising that 75% of females don't know about the existence of the "University Women's Help Desk".



This graph shows that males are much more aware of the "University Internal Complaint Committee". It is surprising that 75% of females don't know about the existence of the "University Internal Complaint Committee".