Guru Nanak Dev University
2017 Gender Survey

Section 1: Gender Figures

In this section, we ask for details on the numbers of female and male staff in key positions at your institution.

A. Executive Head

Please indicate if your institution's Executive Head is female or male from the drop-down menu below.

	Female or Male
Executive Head	Male

B. Deputy Vice-Chancellors, Pro-Vice Chancellors and equivalent

Please indicate how many individuals at this level are female and how many are male. Please report amounts using numerals.

	Females	Males	Total
Number at DVC-level or equivalent			

C. Head/Director positions

Please indicate if the Heads/Directors of the following functions are female or male.

- Head/Director refers, in this survey, to operational staff, i.e. the level immediately below Deputy Vice-Chancellor/Pro Vice-Chancellor or equivalent.

	Female	Male	Not Applicable
Head/Director of Finance (Bursar)			X
Head/Director of Library Service		X	
Head/Director of Registry (Registrar)		X	
Head/Director of Administration		X	
Head/Director of Human Resources		X	
Head/Director PR/Communications		X	
Head/Director of IT/Computing Services		X	
Head/Director of Fundraising			X
Head/Director of Alumni Office		X	
Head/Director of International Office	X		
Head/Director of Research Management		X	

D. Deputy/Assistant Head positions

Please indicate if individuals who hold Deputy/Assistant Head (or equivalent) positions for the following functions/offices are female or male, by placing the number '1' in the relevant field below.

- If there is more than one position at this level, please indicate, using numerals, how may are female and how many are male.

	Females	Males	Total
Deputy/Assistant Head of Finance (Bursar)	0	1	1
Deputy/Assistant Head of Library Services	8	4	12
Deputy/Assistant Head of Registry (Registrar)	1	2	3
Deputy/Assistant Head of Administration	1	4	5
Deputy/Assistant Head of Human Resources	0	1	1
Deputy/Assistant Head of PR and Communications	0	1	1
Deputy/Assistant Head of IT/Computing Services	0	1	1
Deputy/Assistant Head of Fundraising	0	0	0
Deputy/Assistant Head of Alumni Office	0	0	0
Deputy/Assistant Head of International Office	0	0	0
Deputy/Assistant Head/Director of Research Management	0	0	0
Total	10	14	24

E. Heads of major academic departments/units

Please indicate the number of Heads of major academic units that are female and male. Please report amount using numerals.

- Collegiate system: please indicate the number of Heads of College.
- Faculty system: please indicate the number of Heads of Faculties
- School system: please indicate the number of Heads of Schools.

	Females	Males	Total
Number of Heads of Major Academic Units			

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Section 2: Gender Policies & Strategies

In this section we ask for information on your institution's gender policies and strategies.

A. Gender sensitive/diversity/equity policies at your institution

Please indicate if there are any formal/published gender sensitive/diversity/equity policies in place at your institution.

Institutional Gender Policies	x **Yes** o Yes, but they are dated and need revision o We're currently developing policies in this area o No o Don't Know

B. Gender-related STAFF Policies

If you answered yes to the previous question, please indicate if these policies incorporate any of the following elements.

	Yes	We're currently developing policies in this area	No	Not Applicable	Don't Know
Promotion Procedures			X		
Career Breaks or non-traditional paths			X		
Mentoring and career planning			X		
Insitutional culture - sensitising the institution to encourage the progression of both men and women	X				
Transparent equity statement	X				
Gender targets at different staff levels					
Recording statistics on women and men at the institution - in relation to career progression	X				

C. Gender-related STUDENT Policies

Please indicate if your student policies include any of the following elements.

	Yes	No	Not Applicable	Don't Know
Marketing to attract students of both Genders to all areas of study		X		
Facilities for and to attract students from the underrepresented Gender	X			
Study breaks for expecting students/ new parents		X		
Any positive action to increase numbers of the underrepresented Gender	X			

D. Strategy on Senior Staff

Please indicate if your institution has in place a strategy to increase the Gender equity in the proportion of senior staff within the institution.

Strategy for Gender Equity in Senior Staff	x **Yes** o No o We are currently developing strategies in this area

E. Does your institution run any of the following activities?

	Yes	No	Not Applicable	Don't know
Gender Sensitisation sessions/ training for Staff		X		
Leadership training for Female Staff		X		
Open days or university events for prospective Students - for the under-represented Gender	X			

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Section 3: Gender Mainstreaming Centres

A. Gender Office/Mainstreaming Unit/Division

Please indicate if your institution has a Gender Office/Mainstreaming Unit/Division or equivalent?

If your institution does not have such an office, please proceed to the next section by clicking on 'Save and go to the next section' at the bottom of the page.

	Yes/No
Institutional Gender Office or Unit	o No x **Yes**

B. Gender Office/Mainstreaming Unit foundations

Please indicate how your institution's Gender Mainstreaming Unit was started.

	If 'Other', please specify
Gender Office Foundation	x **A. By University directive and with core institutional funding** o B. With external support from international funders o C. By national government directive and funds o D. A combination of A and B above o E. Other	

C. Number of staff in Gender Office/Mainstreaming Unit

Please indicate the number of staff using numerals.

Number of Staff	2

D. Evaluating Impact

Please indicate how the impact of this Unit is measured.

		Comments
Evaluation	o A. The Unit is periodically evaluated or assessed in terms of its impact to the institution o B. The Unit is periodically evaluated or assessed in terms of its impact to the wider society (outside the institution) o Both A and B (The Unit is assessed in terms of its impact to BOTH the institution and wider society) x **The Unit is not evaluated**	

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Section 4: Perspectives on Gender

A. Please indicate your perception of the state/provision at your institution, for the following options below.

- Reasonable proportion refers, in this survey, to not less than 30% and not above 70%.

	Strongly agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not Applicable
The institution's Gender/Equity policy is & has been effective in achieving a reasonable proportion of Female Academic Staff at my institution in general						X
The institution's Gender/Equity policy is & has been effective in achieving a reasonable proportion of Male Academic Staff at my institution in general						X
There are some policies within the institution that hinder the advancement of Female Staff					X	
There are some policies within the institution that hinder the advancement of Male Staff					X	
The facilities in the institution as a whole (e.g. recreational, transport etc.) enable Gender equality for All Staff	X					
The facilities in the institution as a whole (e.g. recreational, transport etc.) enable Gender equality for Students	X					
The institution has already or will achieve Gender equality in the next five years		X				
The proportion of Female Staff currently in Junior-Mid-Level Administrative positions across the institution, is reasonable		X				
The proportion of Male Staff currently in Junior-Mid-Level Administrative positions across the institution, is reasonable		X				

B. Please indicate your perception of the extent to which your institution implements/conducts the following.

	Implemented Very Well	Implemented Well	Implemented Reasonably	Poorly Implemented	Not Implemented At All	Not Applicable
The collection of Gender disaggregated data	X					
Ensures the visibility of institutional Gender-disaggregated information in annual reports etc.					X	
Gender mainstreaming of the academic curricula		X				
Gender mainstreaming in institutional policies and strategies			X			
Gender mainstreaming in Human Resource management		X				
Procedures to address Gender violence and sexual harassment	X					

Comments	

	Implemented Very Well	Implemented Well	Implemented Reasonably	Poorly Implemented	Not Implemented At All	Not Applicable