



GVR&S COLLEGE OF ENGINEERING AND TECHNOLOGY

{Approved by AICTE, Affiliated to JNTUK, Govt.of.A.P, India.}

Ganginenipuram, Budampadu, Etukuru (P.O), Guntur (Dt) – 522017, A.P, India.

E-mail: gvrscet@yahoo.com, website: www.gvrs.ac.in

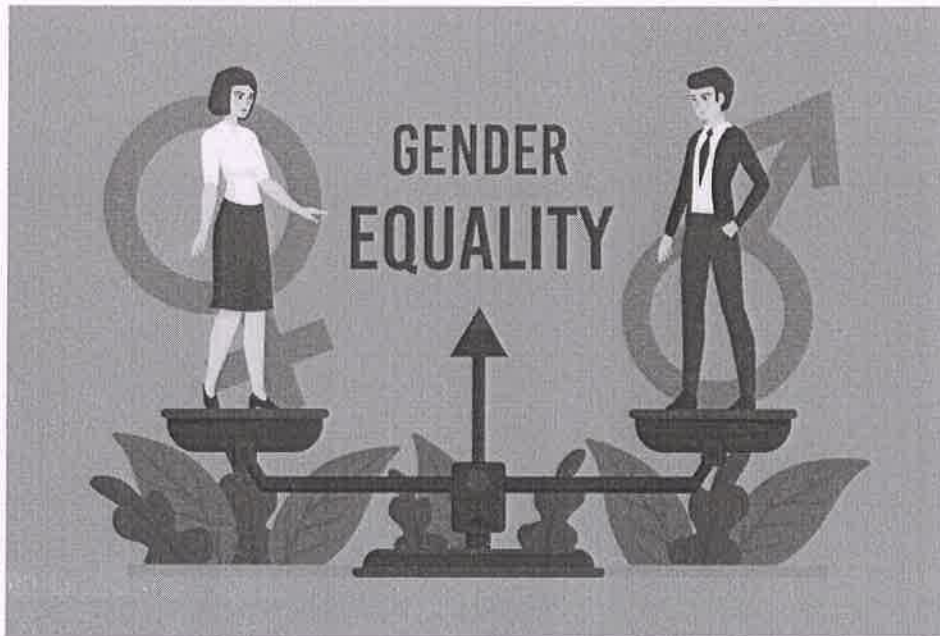
7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.

S.NO	DETAILS	LINK
1.	Gender audit and Facilities Provided For Women	View Document
2.	Measures initiated by the Institution for the promotion of gender equity during the last five years	View Document


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



**GENDER AUDIT OF
G.V.R & S COLLEGE OF ENGINEERING & TECHNOLOGY
(2018-2019 to - 2022-2023)**

Contents:

- ❖ **Introduction.**
- ❖ **Objectives of Gender Audit.**
- ❖ **Gender balance in Student Enrolment at GVR&S CET (2018-19to2022-23).**
- ❖ **Gender Difference in Teaching Staff.**
- ❖ **Strength and Gender Sensitive Initiation in GVR&S CET.**
- ❖ **Future Plan.**
- ❖ **Conclusion.**

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INTRODUCTION OF INSTITUTION:

G.V.R & S COLLEGE OF ENGINEERING & TECHNOLOGY is a highly reputed Institute, established in 2009 with AP EAPCET Counseling Code: GVRS. The college is under the dynamic leadership of the chairperson Dr. NAGINENI SINDHURA, secretary Smt. G. SAILAJA and Director Dr. SHAIK KAREEMOON who have more than 17 years of experience in Technical Education. The G.V.R & S COLLEGE OF ENGINEERING & TECHNOLOGY turned a golden leaf with the icon of technical education in Guntur in our state.

VISION :

To emerge as a “Centre for excellence” offering Technical Education and Research Opportunities of very high standards to students, develop the total personality of the individual, and instill high levels of discipline and strive to set global standards, making our students technologically superior and ethically strong, who in turn shall contribute to the advancement of society

MISSION :

To transform the rural learners into exceptional technocrats to meet the challenges in an ever-changing global scenario, by imparting high quality outcome based technical education.

QUALITYPOLICY;

To provide world class infrastructure, equipment & well qualified faculty for all round growth of the students including their competence and overall personality meeting ever growing expectations of society

THE MAJOR OBJECTIVES OF THIS GENDER AUDITARE:

- To generate a gender segregated database of students and staff of the Institution.
- To identify the gender gaps and challenges.
- To execute the policies, rules and actions of the Institution in promoting gender equality and equity keeping the need and interest of all genders.
- To eliminate gender discrimination in any form including sexual harassment within the Campus premises.



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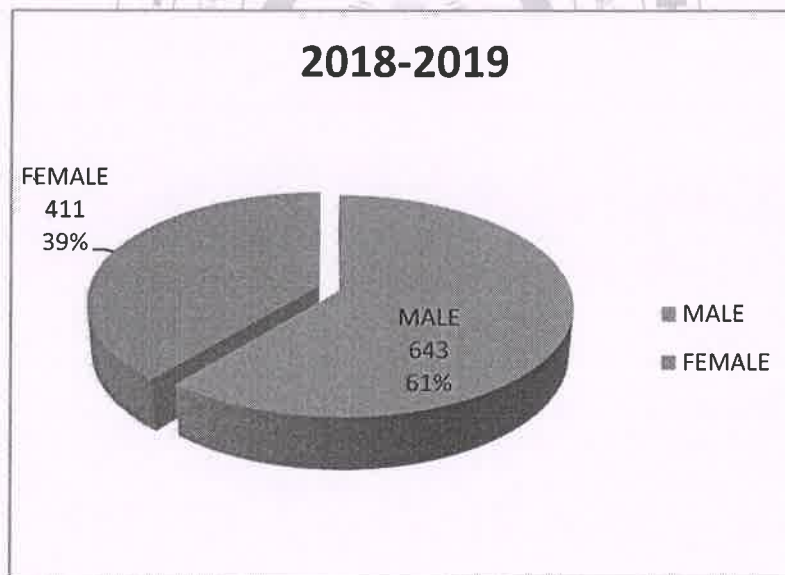
Methodology:

To undertake a comprehensive gender audit a committee was constituted comprising the experienced expert faculties of the Institution and gender experts of the state. Required gender based information and data was collected through standardized formats from each teaching and administrative departments. The final result of data analyse has been categorized in three different sections. Section-I is about Student's profile for UG programs, Section-II is about the profile of teaching staff.

SECTION-I

GENDER BALANCE IN STUDENT ENROLLMENT at GVR&S CET

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	643	411	61%	39%	1054




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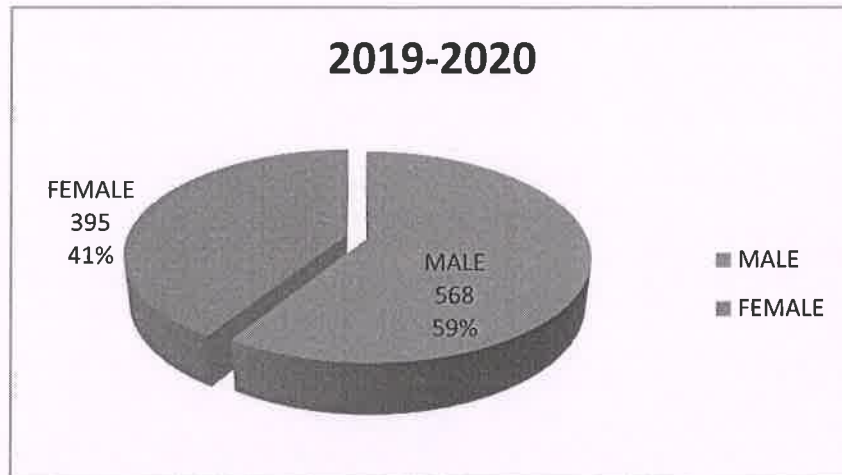
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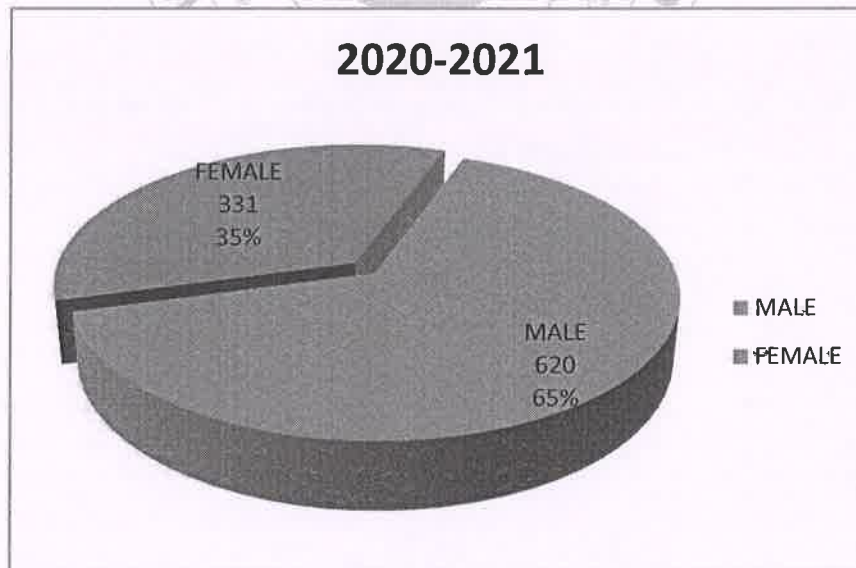
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	568	395	58.98	41.01	963



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	620	331	65.19	34.80	951



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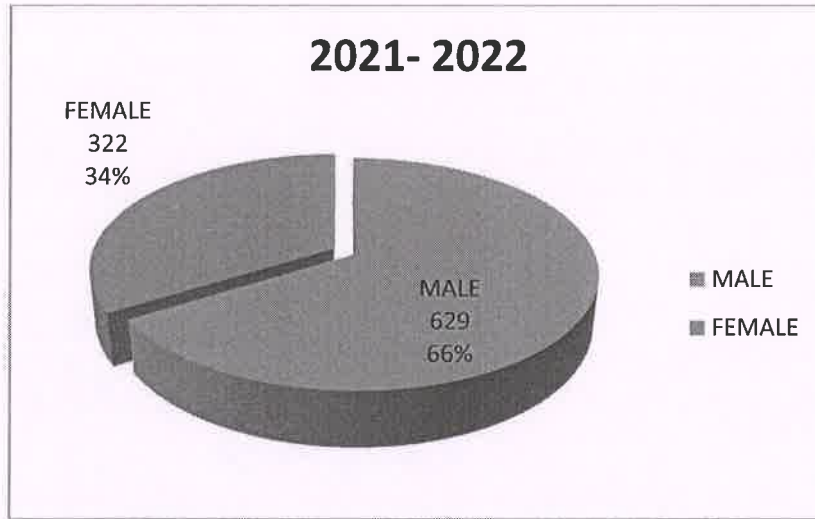
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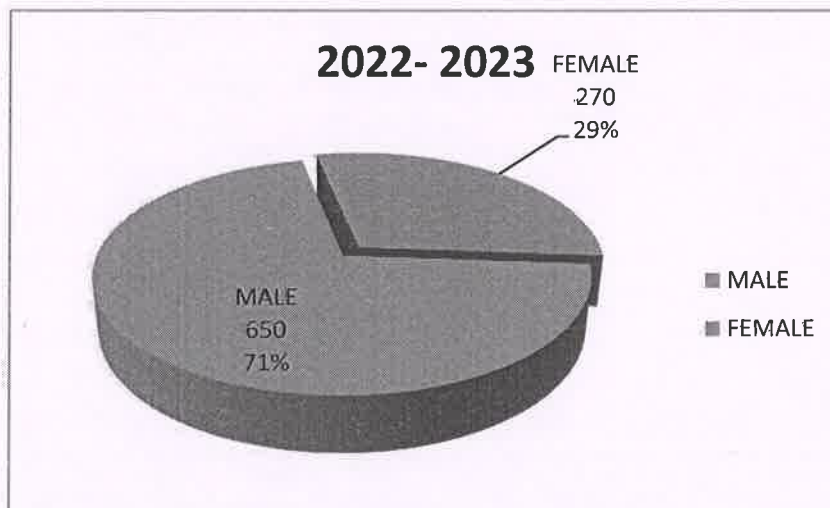
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	629	322	66.14	33.85	951



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022 - 2023	650	270	71%	29%	920





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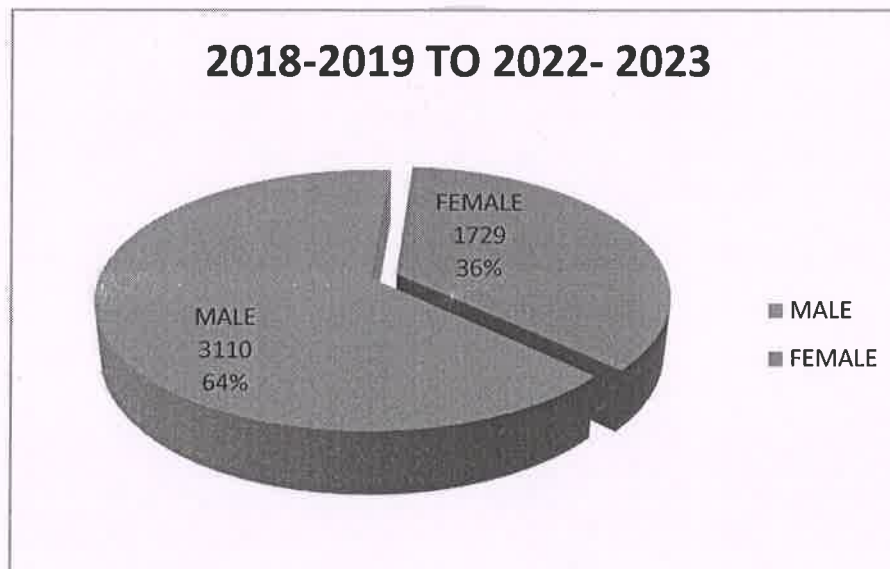
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Overall

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2022-2023	3110	1729	64%	36%	4839



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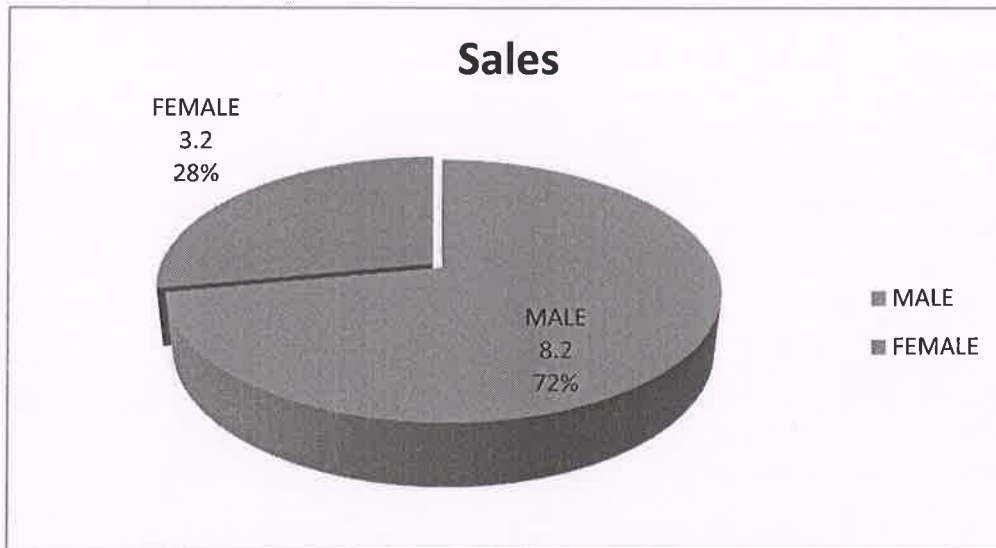
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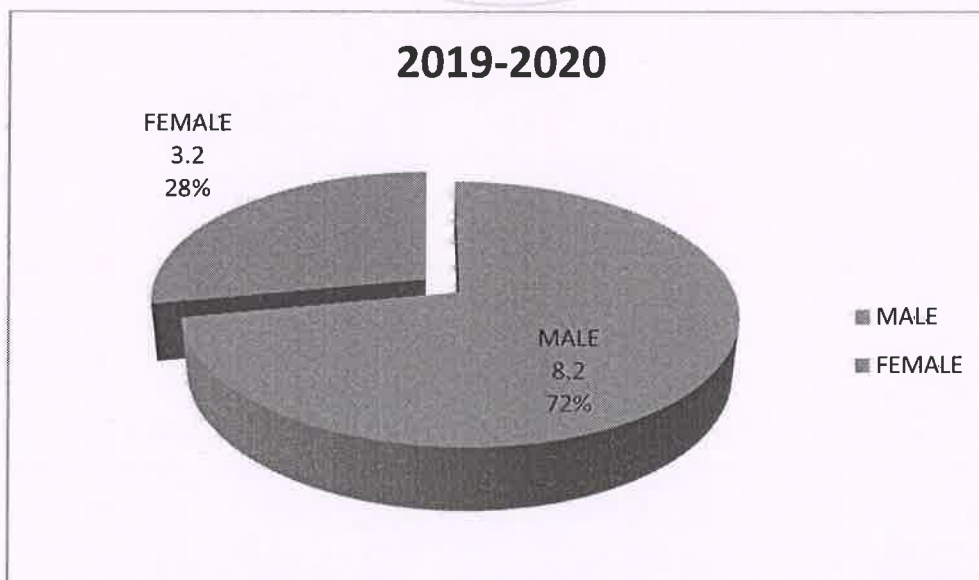
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SECTION-II GENDER STATISTICS OF TEACHING STAFF

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	100	27	72	28	127



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	109	23	72%	28%	132



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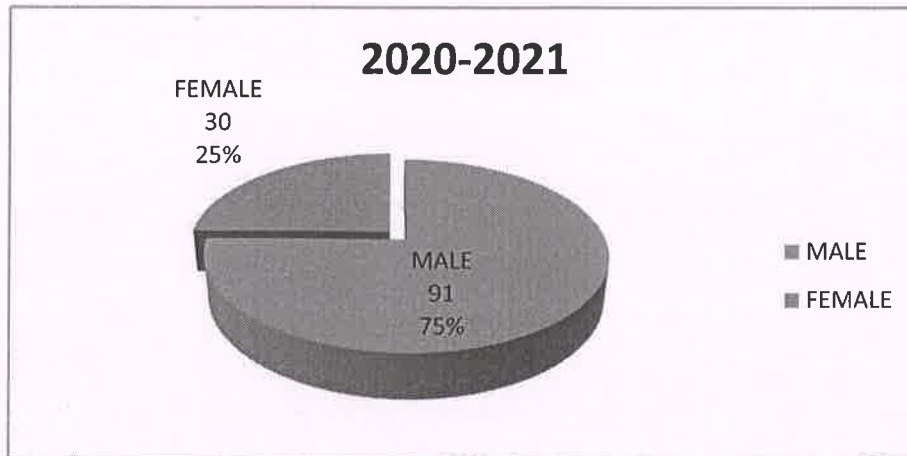
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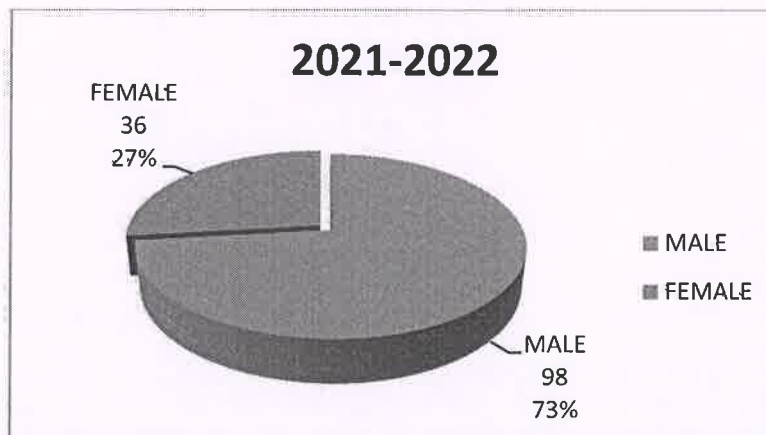
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	91	30	75	30	121



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	98	36	73	27	134




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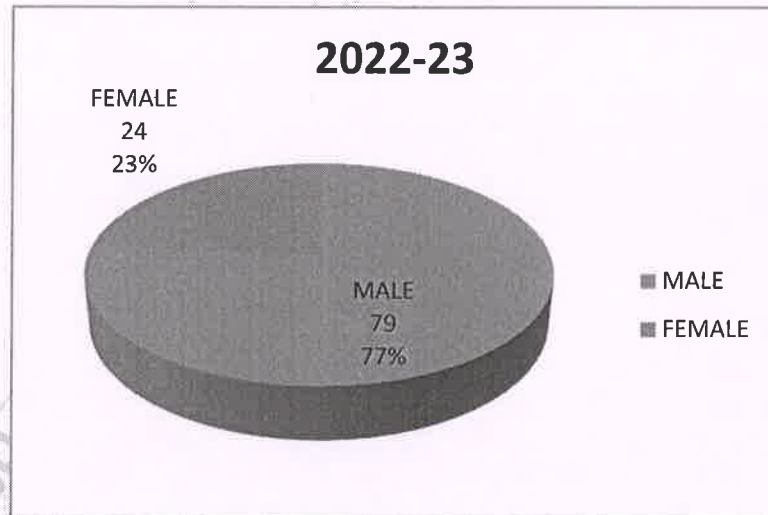
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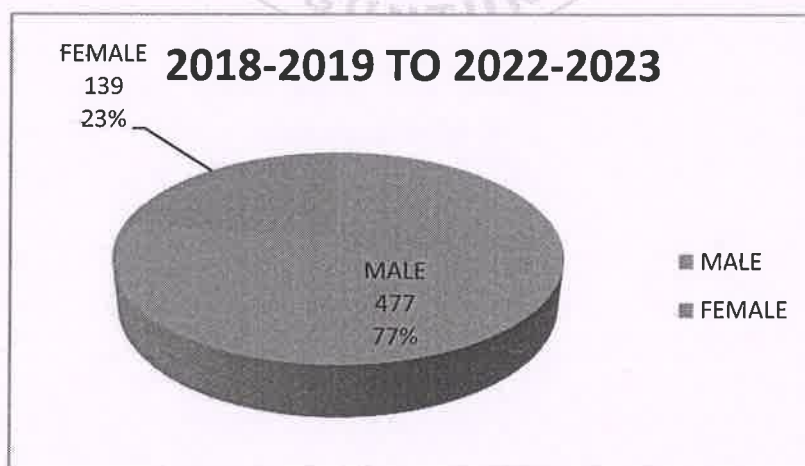
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022 - 2023	79	24	79	23	103



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2022-2023	477	139	77	23	616



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STRENGTH AND GENDER SENSITIVE INITIATION in GVR&S CET:

- ❖ Women are represented in the top ranks of academic as well as non-academic functionaries.
- ❖ “Women grievance read ressal cell” or GRC aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all member of the GVR&S CET community are encouraged to achieve their full potential.
- ❖ The College monitors the experiences of all the students through feedback system and annual progress review meetings. It encourages the participation of all the students in all spheres of college life.
- ❖ The College fosters an atmosphere of zero tolerance for gender discrimination.
- ❖ The College committee allows resource for extra-curricular activities on a gender-neutral basis.
- ❖ The College faculty both women and men, are encouraged equally to participate in training and professional development programs throughout their career. Such opportunities are provided to all members and staff.
- ❖ During Covid-19 Pandemic period special care was taken to sanitize the campus and Antigen and RTPCR test camps were organized free of cost.
- ❖ Last but most important, College has a woman’s studies center to sensitize the campus at regular intervals and conduct/organize various outreach programmes on gender issues

FUTUREPLAN:

- ❖ GVR&S CET proposes To organize more and more gender sensitization programmes both in the campus and outside the campus.
- ❖ To collaborate with the civil societies, GOS and NGOS working on gender issues and organise gender sensitive workshops, group works and campaigns.

CONCLUSION:

The foregoing auditing of the gender situation in the campus clearly projects that GVR&S CET is not maintaining gender equality, so we are going to take necessary steps to increase it and some steps should be taken to develop gender sensitive infrastructure and our institution is actively considering the short falls to overcome them and to make its vision a reality.


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7.1.1. Measures initiated by the Institution for the promotion of gender equity during the last five years

Specific facilities provided for women at GVR&S CET

INDEX

S.No.	Details	Page No.
1	Safety and security	12
2	Counselling	13
3	Common Rooms	
4	Any other relevant information	


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Specific facilities provided for women in terms of:

1. Safety and security
2. Counselling
3. Common Rooms
4. Day care center for young children
5. Any other relevant information

1. Safety and security:

College premises and corridors are under CCTV surveillance to ensure the effective safety of the students. Well-trained security guards are deployed at key locations. Fire extinguishers are available in labs and corridors. Regular check on fire extinguishers is taken care by administration department. . First aid box and fire alarm are provided in the main places of the college buildings. Department has a complaint box for the students grievances. Suggestions and grievances are timely redressed by the management. Students are instructed to follow safety norms while doing experiments labs. All students and employees of our Institution are allowed with ID card by our security at the main gate itself. The outside visitors will be allowed with passes. The two wheelers and four wheelers parking area are provided very near to the entry of our college and making pollution free inside the campus.


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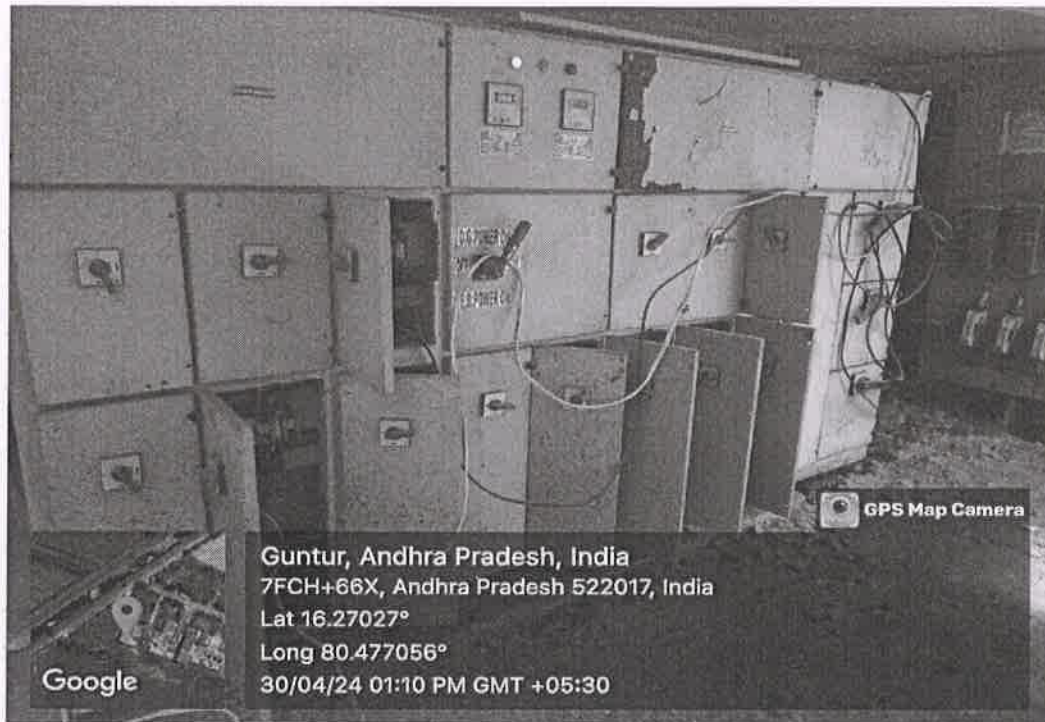


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Safety and Security provided for the students at GVR&S CET with CCTV Surveillance.

2. Counseling:

Mentors counsel allocated mentees in their academic and personal problems to create a fearless environment. In order to resolve day to day academic problems of the students, mentors are appointed for a batch of 20 students, and they will counsel the respective students twice in a month, to solve the problems come across during their course of study. This is a continuous process till the end of academic career of the student. Counseling is arranged by the college for girl students in three major areas i.e., Counseling related to academics, career and behavioral patterns. The counselor counsels the student on issues like personal, psychological, emotional problems and difficulties. It helps them to deal with stressful or emotional feelings and to inculcate the positivity in them.



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Professor and Dean Dr. B. Vara Prasad of GVR&S CET is counseling the students in the academics, stress related and student personal problems.

3. Common Rooms

Common rooms are provided to take rest for the girl students and boys whenever they required rest during their abnormal health condition. Apart from the regular facilities in common rooms, ladies rest rooms are provided with sanitary vending machines, incinerators for girls and lady faculty.

A common room for Girl Students


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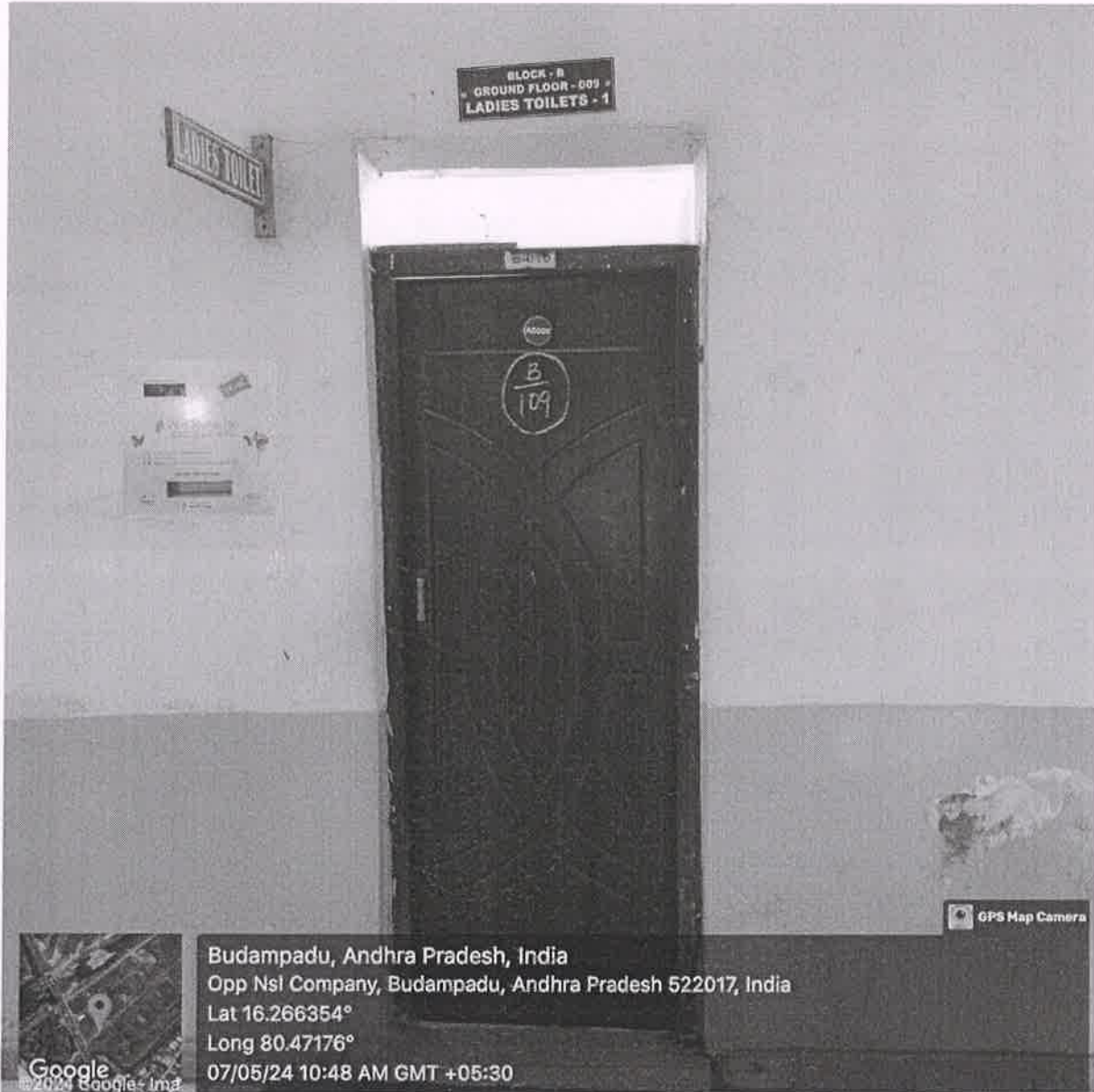
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Sanitary Napkin Wending Machine for Women



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5. Any other relevant information:



women's day celebration

5.1 Open and transparent system:

Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 32% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

5.2 GVR&S CET rules and regulations:

GVR&S CET Regulation & Policy guidelines for admission, recruitment, administrative functioning & academic activities safeguard the interests of the students, faculty & staff without any differentiation to their gender.

5.3 Awareness program:

Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are attend the programs on gender sensitization.

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5.4 Active participation by female staff and student Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl's students along with female faculty members are allowed to go on industrial visits, technical exhibition etc.



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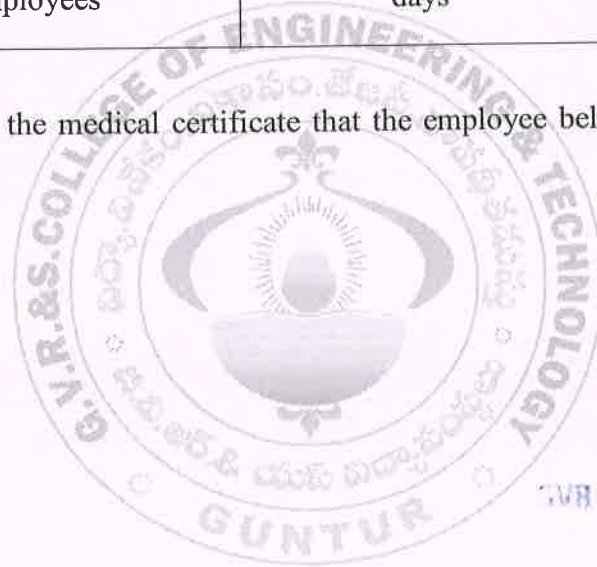
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GVR&S CET provides Maternity Leave for Female Employees and Paternity Leave for Male employees as under.

1	Maternity Leave (for Female employees)	Two Weeks (12 working days)	with pay
2	Maternity Leave for Female employee	90 days or depends on recommendations of Regd. Doctor	without pay (LOPs)
3	Paternity leave for Male Employees	One week or 6 working days	with pay

To be sanctioned with the medical certificate that the employee belongs to 1st, 2nd, and 3rd issue.



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