K. S. R. M. College of Engineering (Autonomous)

GENDER AUDIT

2023 - 2024

Prepared by :

Women Empowerment Cell

Introduction:

        KSRM College of Engineering: A Legacy of Excellence in Technical Education. Founded in 1980 by Kandula Obil Reddy Charities, KSRM College of Engineering has dedicated itself to fostering educational opportunities, particularly for underprivileged and educationally disadvantaged communities. From its humble beginnings, the institution has evolved into a prestigious centre of technical education over four decades.

        The college maintains strong academic credentials through its affiliation with Jawaharlal Nehru Technological University Anantapur (JNTUA), Ananthapuramu and recognition from the University Grants Commission (UGC) under Sections 2(f) and 12(B). Its commitment to quality education is further validated by re-accreditation from the National Assessment and Accreditation Council (NAAC), Bangalore.

Academic Programs:

Undergraduate Studies (B.Tech, 4-year programs):
1. Civil Engineering
2. Electrical and Electronics Engineering
3. Mechanical Engineering
4. Electronics and Communication Engineering
5. Computer Science and Engineering
6. Artificial Intelligence and Machine Learning

Postgraduate Studies (M.Tech, 2-year programs):
1. Geotechnical Engineering (Civil Engineering)
2. Power Systems (Electrical and Electronics Engineering)
3. Renewable Energy (Mechanical Engineering)
4. Embedded Systems and VLSI (Electronics and Communication Engineering)
5. Artificial Intelligence and Data Science (Computer Science Engineering)

As a recognized research centre of JNTUA, the institution offers doctoral programs (Ph.D.) in:
1. Civil Engineering
2. Electrical and Electronics Engineering
3. Mechanical Engineering
4. Electronics and Communication Engineering
5. Computer Science and Engineering

Gender Audit in General:

        This comprehensive range of academic offerings, combined with its rich heritage and commitment to excellence, has established KSRM College of Engineering as a premier destination for aspiring engineers and researchers.

        A Gender Audit serves as a comprehensive evaluation tool to assess how well a college maintains gender equality across its operations. This systematic review examines:

- The institution's compliance with governmental regulations and initiatives designed to empower women

- The effectiveness of existing gender-related policies
- The potential impact of proposed policies on gender balance

While approaches may vary, two primary methodologies are commonly used by international organizations:

1. Participatory Approach
   - Emphasizes direct involvement of all institutional stakeholders
   - Collects firsthand perspectives from:
     a. Students
     b. Faculty members
     c. Administrative staff
   - Ensures diverse voices and experiences are captured
2. Integration Framework Method
   - Conducts methodical analysis of:
     a. Institutional structures
     b. Policy frameworks
     c. Operational practices
   - Identifies opportunities to strengthen gender mainstreaming
   - Recommends areas for enhanced gender integration

These complementary methods help institutions develop a thorough understanding of their gender dynamics and create more equitable environments.

The purpose of a Gender Audit is to:
- Evaluate the current state of gender equality within the college
- Identify gaps in policies and practices that may hinder gender equity
- Assess the effectiveness of existing gender-related initiatives
- Provide recommendations for improving gender balance and inclusivity

By conducting a Gender Audit, a college can gain valuable insights into its progress towards gender equality and identify areas for improvement. This process can help institutions create more inclusive environments that benefit all members of the college community.

Objectives:
1. To assess the gender balance in the college
2. To understand gender perceptions on campus
3. To develop a roadmap for gender action

Gender Sensitive Features:

The institution demonstrates an unwavering dedication to gender sensitivity through comprehensive measures implemented across campus:

1. Core Committee Structure
   - Essential Gender-focused Bodies:
     a. Anti-Ragging Committee: Prevents and addresses harassment
     b. Anti-Sexual Harassment Prevention Committee: Ensures campus safety
2. Infrastructure & Facilities
   - Equal access to amenities for all genders

- Well-planned facilities promoting comfort and fairness
- Gender-inclusive infrastructure design
- Balanced resource allocation

3. Holistic Implementation
   - Integration of gender sensitivity across:
     a. Academic programs
     b. Administrative processes
     c. Campus activities
     d. Support services
     e. Physical infrastructure

4. Impact & Outcomes
   - Creation of a safe learning environment
   - Promotion of mutual respect
   - Enhanced campus security
   - Equal opportunities for all
   - Positive educational atmosphere

This multi-faceted approach reflects the institution's strong commitment to fostering an environment where all members can thrive, regardless of gender. Through these structured initiatives, the college maintains its position as a leader in promoting gender equity in education.

Facilities for Students:

The institute has a separate hostel for female students with a capacity to accommodate 605 students. This provision has helped students from rural areas to pursue their education comfortably.

1. Girls' hostel equipped with, Mineral water, Dedicated kitchen, TV room, CCTV surveillance, Wi-Fi access, Security personnel and Sanitary pad wending and disposal machine
2. Regular health and hygiene programs conducted in all hostels.
3. Grievance committee established for addressing issues of female students and staff.
4. Counselling and separate waiting hall in all academic buildings.
5. On-campus ambulance service available.
6. Health centre with resident doctor for student medical care.
7. Women Empowerment Cell organizes gender sensitization awareness programs.
8. Female security staff appointed for girls' safety.

Gender Balance among –

1. Admission and Placement Details:

The Gross Enrolment Ratio (GER) or Gross Enrolment Index (GEI) is a statistical measure used in the education sector to calculate the number of students enrolled in educational institutions.

Student Enrolment:

Academic Year	Boys		Girls		Total
	No. of Students	%	No. of Students	%	
2023-2024	1963	67.76	934	32.24	2897

AY: 2023-2024
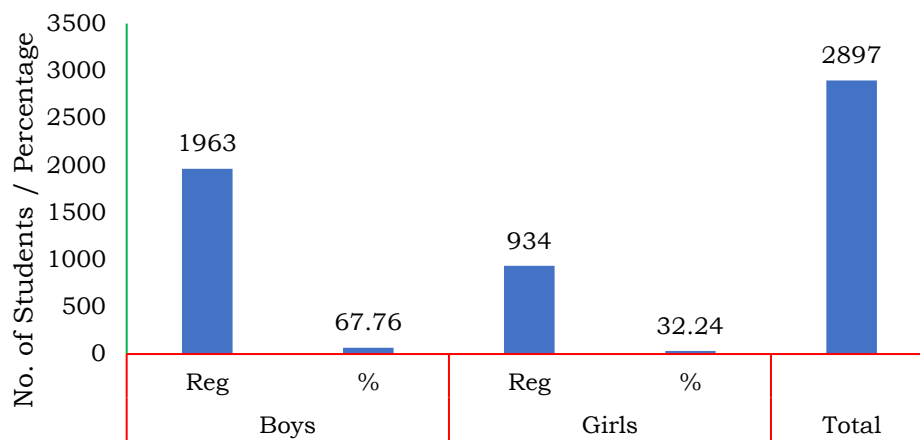
Category Wise Enrolment Ratio:

Academic Year	ST			SC			OBC			General		
	M	F	T	M	F	T	M	F	T	M	F	T
2023-24	30	16	46	261	133	394	991	404	1395	681	381	1062

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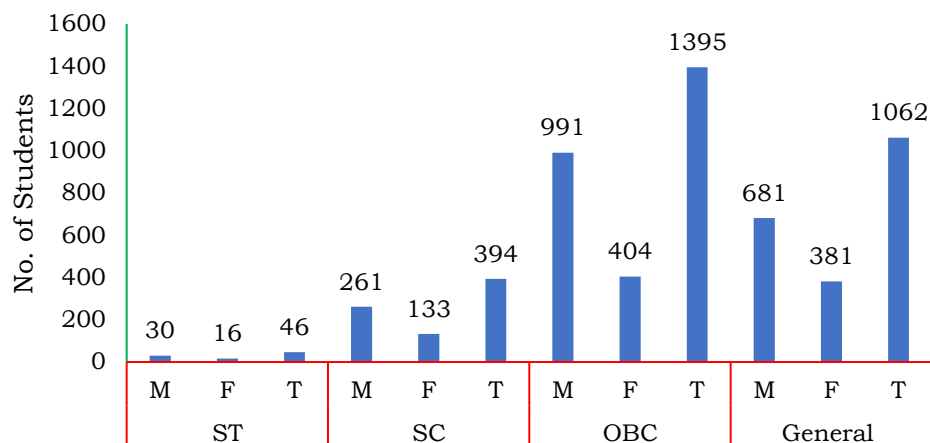
Placement Details:

Academic Year	Boys		Girls		Total
	Attended	%	Attended	%	
2023-2024	155	72.43	59	27.57	214

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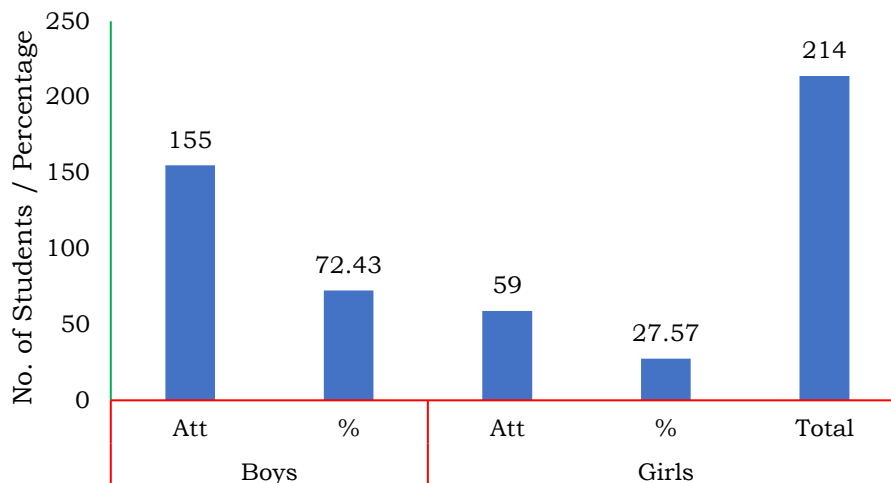
2. In Hostels:

Academic Year	Boys Hostel			Girls Hostel		
	Intake	Admitted	% of Admitted Students	Intake	Admitted	% of Admitted Students
2023-2024	484	425	87.81	605	526	86.94

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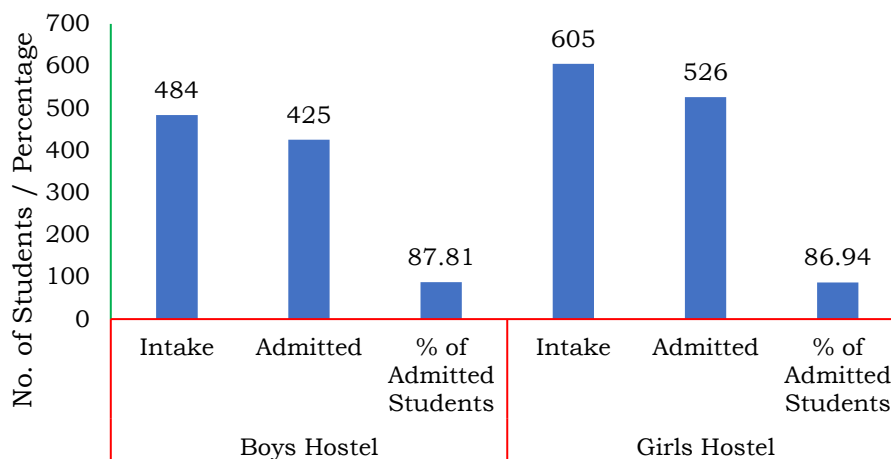
3. Sports and Games

Academic Year	Boys		Girls		Total
	Attended	%	Attended	%	
2023-2024	149	69.63	65	30.37	214

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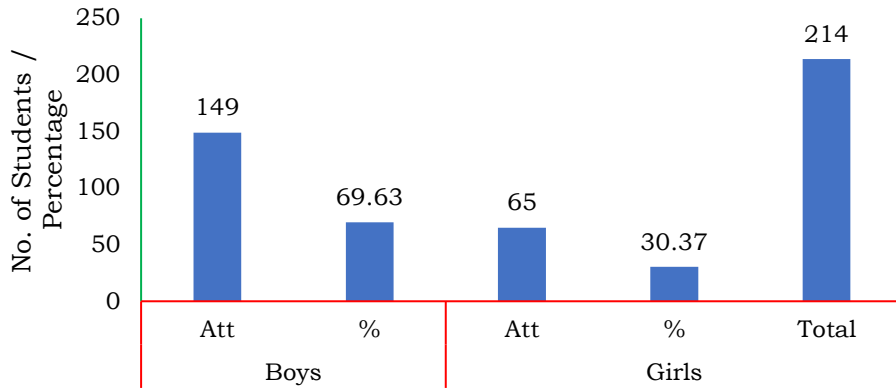
4. National Social Service

Academic Year	Boys		Girls		Total
	Attended	%	Attended	%	
2023-2024	325	57.42	241	42.58	566

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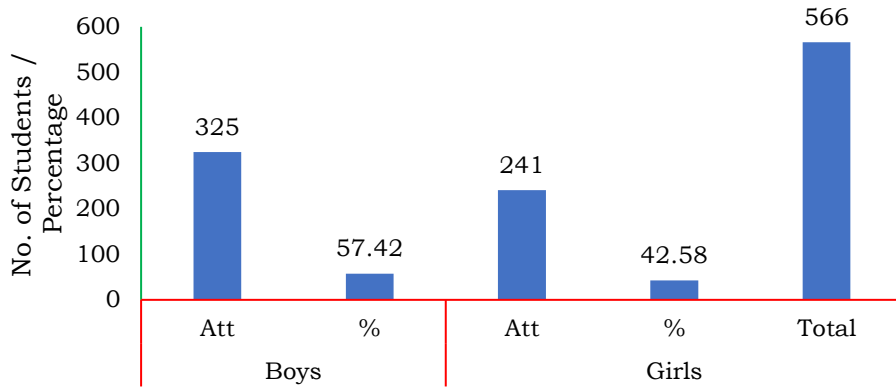
5. Women Employees:

Teachers:

Academic Year	Teaching Staff			% Female Teachers
	Male	Female	Total	
2023-2024	126	55	181	30.39

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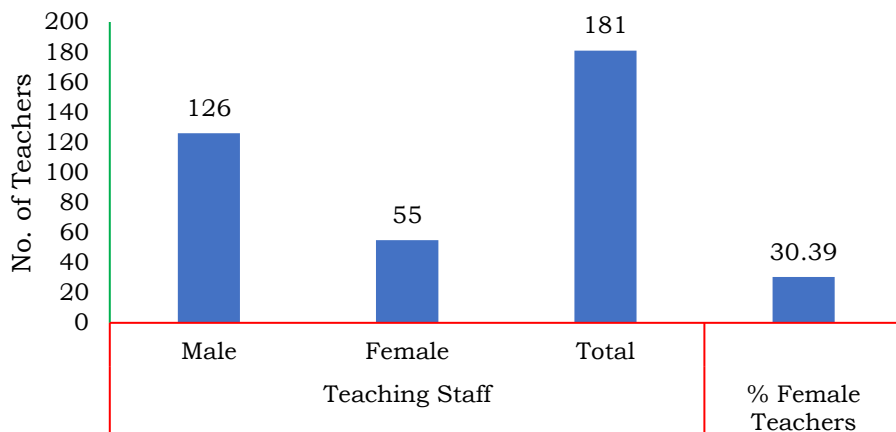
Cader Wise gender Balance Among the Employees:

Dept	Prof		%	Assoc		%	Asst		%	Total		%
	M	F		M	F		M	F		M	F	
CE	03	00	0.00	04	00	0.00	20	03	13.04	18	03	10.00
EEE	00	01	100.00	04	02	33.33	07	03	30.00	10	05	35.29
ME	03	00	0.00	04	00	0.00	15	01	6.25	21	01	4.35
ECE	03	01	25.00	08	00	0.00	11	15	57.69	17	15	42.11
CSE	02	00	0.00	04	00	0.00	14	14	50.00	15	11	41.18
AIML	00	00	0.00	00	00	0.00	03	01	25.00	02	01	25.00
HS	00	01	100.00	07	01	12.50	14	12	46.15	13	13	40.00

(Header spanning: AY: 2023-2024)

Supporting Staff:

Academic Year	Supporting Staff			% Female Staff
	Male	Female	Total	
2023-2024	147	51	198	25.76

AY: 2023-2024
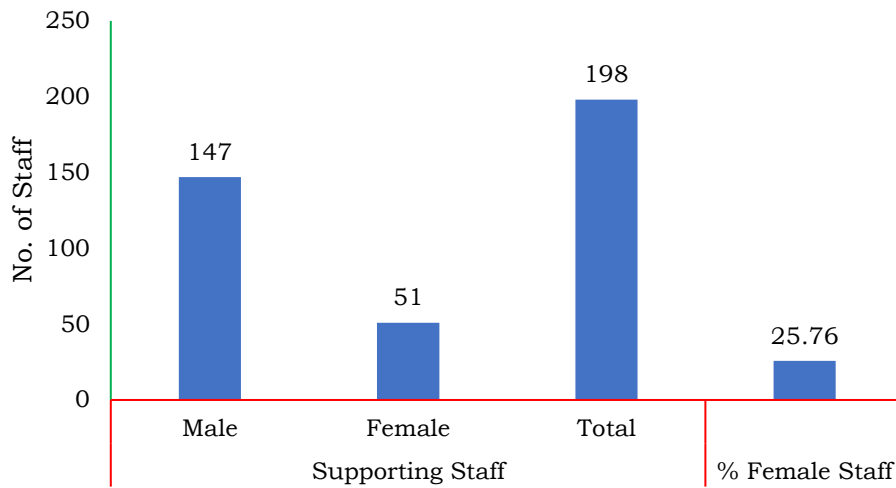
Administrative Committees:

S. No	Name of the committee	No. of. Women Staff
1	Anti - Ragging Committee	03
2	Publication Cell	01
3	Mentoring Cell	02
4	Cultural Club	04
5	Innovation Cell	01
6	Incubation Cell	00
7	Industry Institution Interaction Cell	00
8	Exam Cell	00
9	SC/ST Committee	02
10	Admissions Committee	04
11	Attendance Monitoring Committee	02
12	Women Empowerment Cell/Gender Equity Cell	07
13	Public Relations Committee	01
14	IPR Cell	02
15	Entrepreneurship Development Cell	00
16	Grievance Redressal Cell	04
17	Library Committee	04
18	Placement Cell	02
19	Alumni Committee	04
20	Research and Development Cell	00
21	NSS	01
22	Minority Committee	02
23	Career Development Cell	00
24	The Startup Cell	01
25	OBC Cell	00
26	Transportation Committee	03
27	Anti-Sexual Harassment Cell/ Women Protection Cell	09
28	Student Activity Council	02

Women Empowerment Cell:

Gender Sensitization Events:

S. No	Name of the Program / Activity	Date
01	Lecture on Gender Discrimination Laws in India	08.06.2024
02	International Women's Day	07.03.2024
03	Lecture on Gender Equality in Education	12.01.2024
04	National Women Teachers Day Celebrations	03.01.2024
05	Awareness Program on Nirbhaya	16.12.2023
06	Awareness Program on Sexual Harassment of Women at Work Place	15.12.2023
07	Lecture on Gender Equity and Human Rights	09.12.2023
08	Awareness Program on Eradication of Ragging	22.09.2023
09	Awareness Program on World Suicide Prevention Day	08.09.2023
10	Lecture on Equal Rights to men and Women	08.09.2023
11	Gender Sensitization Program	30.08.2023

Quick look on Gender Perception:

Lecture on Gender Discrimination Laws in India

Dr. I. Sreevani. Professor of H & S Dept. addressing the gathering regarding the gender discrimination laws in India on 08.06.2024.

International Women's Day

Smt. C. Sai Grace, CEO, STEP Kadapa, addressing the gathering regarding the need of women empowerment and the challenges and receiving felicitation by the staff of WEC, Anti-Sexual Harassment and NSS Cell on 07.03.2024

Lecture on Gender Equality in Education

Dr. K. Shaiksha Vali, Asst. Professor of CE Dept. addressing the gathering regarding the gender equity and its importance in education on 12.01.2024.

National Women Teachers Day

Dr. G. Radha, Assoc. Professor, H&S Dept., Addressing the Gathering regarding the services rendered by Savitribai Phule towards education on 03.01.2024
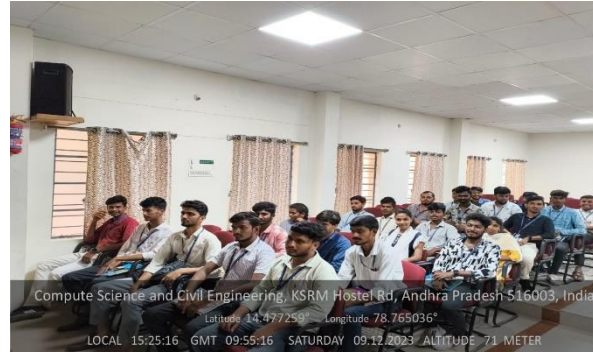
Awareness Program on Nirbhaya

Chief Guest Prof. G. Krishna Mohan, Principal, KSRM College of Management Studies explaining about all the acts related to Nirbhaya thoughtful and brave enough to handle such situations on 16.12.2023.

Awareness Program on Sexual Harassment of Women at Work Place

Dr. G. Ashok Reddy, Assoc. Professor, Dept. of H&S Addressing the Gathering regarding the awareness and legal implementations against Sexual Harassment of Women at Work Place on 15.12.2023.

Lecture on Gender Equity and Human Rights

Mr. G. Chennakeshava Reddy, Asst. Professor of CE Dept. addressing the gathering regarding the gender equity and human rights to promote social and economic development on 09.12.2023.

Awareness Program on Eradication of Ragging

Sri. J. Prabhakar, Panel Lawyer, Kadapa giving awareness on different cases of Ragging & its consequences to the students on 22.09.2023

Awareness Program on World Suicide Prevention Day

Prof. R. Venkata Ramudu, Psychiatrist, RIMS, Kadapa addressing the gathering regarding the self-control and motivation against suicides through the auto biographies of the great personalities on 08.09.2023

Lecture on Equal Rights to Men and Women

Mrs. K. Niveditha, Asst. Professor of CE Dept. addressing the gathering regarding the equal rights for men and women in all aspects on 08.09.2023.

Gender Sensitization Program

Dr. G. Hemalatha, HoD, ECE Addressing the Gathering regarding the importance of gender sensitization on 30.08.2023

For Information
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