



G PULLAIAH COLLEGE OF ENGINEERING & TECHNOLOGY

(Autonomous)

(Approved by AICTE | NAAC Accreditation with 'A' Grade |
Accredited by NBA (CIV, CSE, ECE & EEE) | Affiliated to JNTUA)
Nandikotkur Road, Venkayapalli (V), Kurnool - 518452, Andhra Pradesh

In an era marked by progress and advancement, the pursuit of gender equality remains a paramount concern for societies across the globe. Recognizing the importance of this endeavor, the Women Empowerment Cell (WEC) at G.Pullaiah College of Engineering and Technology, Kurnool embarked on a significant initiative – a Gender Audit. This audit stands as a testament to our institution's commitment to fostering an inclusive and equitable environment for all individuals, regardless of their gender.

Gender equality is not merely a matter of principle; it is a fundamental human right that underpins social justice, economic development, and sustainable growth. The Gender Audit undertaken by the Women Empowerment Cell critically evaluates the extent to which our institution's policies, practices, and cultural norms align with the principles of gender equality. It seeks to identify areas of success and areas in need of improvement, aiming to lay the foundation for a more just and inclusive educational experience.

This Gender Audit is a collaborative effort that involved the active participation of students, faculty members, administrators, and stakeholders within our institution. It reflects an earnest attempt to challenge pre-existing biases, rectify inequalities, and create a campus environment that celebrates diversity in all its forms. By examining our curriculum, organizational structure, support systems, and overall campus climate, we endeavor to build an atmosphere that nurtures the talents and aspirations of every individual, irrespective of their gender identity.

As we present the findings and recommendations of this Gender Audit, it is our hope that they will serve as a blueprint for transformative change. By acknowledging our strengths and addressing our shortcomings, we can move forward with a renewed determination to dismantle gender-based barriers and build a brighter future for all members of our academic community.

We express our heartfelt gratitude to all those who contributed their time, insights, and dedication to this endeavor. Your collective efforts have laid the groundwork for meaningful progress, and we are excited to embark on this journey towards a more inclusive and equitable educational institution.



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Objectives of Gender Audit:

The Gender Audit conducted by the Women Empowerment Cell at G.Pullaiah College of Engineering and Technology aimed to assess the current state of gender dynamics within the institution. By examining the enrollment data and demographic composition, this report seeks to provide insights into the gender balance and associated implications for policies, facilities, and support systems. Conducting a gender audit in our Institution aims to assess and improve gender equality, diversity, and inclusivity within the institution. The objectives are listed below:

- **Identify Gender Disparities**
- **Promote Equal Opportunities**
- **Enhance Gender-Inclusive Curriculum**
- **Evaluate Campus Safety and Inclusivity**
- **Develop Gender-Responsive Policies**

About the Institution:

G.Pullaiah College of Engineering and Technology is an Autonomous institute accredited with NBA and NAAC with A was founded in the year 2007. It is located in a 10.17 acre sprawling campus. The institution runs with a motto of "JOIN TO LEARN & LEAVE TO SERVE". GPCET is a road of elegant educational journey, yet path-breaking in different dimensions. The institute is offering 06 UG Engineering and Technology (Bachelor of Technology) courses and 03 PG Engineering courses (Master of Technology) and Master of Business Administration (MBA) of JNT University Anantapur, Anantapuramu. The institute has excellent infrastructural facilities and instructional facilities.

Gender Sensitization:

Gender sensitization is a critical and indispensable aspect of fostering an inclusive, respectful, and equitable learning environment within educational institutions. It goes beyond addressing surface-level disparities and aims to challenge deep-rooted gender biases, stereotypes, and discriminatory practices. A genuinely gender-sensitive institution recognizes and respects the



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diverse identities, experiences, and needs of all individuals, regardless of their gender.

Gender sensitization is necessary for several compelling reasons:

- Promoting Equality:** Gender sensitization dismantles traditional gender norms and stereotypes, striving for equal treatment and opportunities for everyone. It ensures that all students, faculty, and staff have the same access to resources, representation, and decision-making processes.
- Creating Safe Spaces:** An environment free from gender-based discrimination and harassment is crucial for effective learning and personal development. Gender sensitization efforts, including awareness campaigns and policies, contribute to safer and more inclusive spaces where all individuals can thrive.
- Fostering Respect and Empathy:** By instilling empathy and understanding, gender sensitization encourages individuals to recognize and value different perspectives, experiences, and challenges. This enhances interpersonal relationships, communication skills, and collaborative learning.
- Addressing Gender-Based Violence:** Gender sensitization is instrumental in preventing and addressing gender-based violence, including sexual harassment. It empowers individuals to recognize inappropriate behavior, intervene as bystanders, and report incidents to appropriate authorities.
- Enhancing Learning Outcomes:** An environment that values diverse viewpoints and respects the dignity of all students enhances the quality of education. Gender sensitization enables educators to tailor their teaching methods and materials to be more inclusive and relevant.
- Preparing Global Citizens:** In an increasingly interconnected world, being gender-sensitive is a crucial aspect of being a responsible global citizen. Educational institutions play a pivotal role in shaping students' attitudes and behaviors towards gender equity, influencing societal change on a larger scale.
- Supporting Career Aspirations:** Gender-sensitive institutions actively support students of all genders in pursuing their academic and career goals. By providing equal opportunities and resources, they contribute to a more diverse and capable workforce.

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8. **Fulfilling Legal and Ethical Obligations:** Many countries have enacted laws and regulations to ensure gender equality and prevent discrimination. Gender sensitization helps institutions meet their legal and ethical obligations while also fostering a positive institutional reputation.

To achieve effective gender sensitization, educational institutions should employ a multifaceted approach that includes:

- **Curriculum Integration:** Infusing gender-related topics and perspectives across disciplines to challenge stereotypes and promote critical thinking.
- **Training and Workshops:** Conducting regular workshops and training sessions for students, faculty, and staff to raise awareness about gender issues and foster a respectful environment.
- **Policy Development:** Establishing comprehensive and clear policies that address gender discrimination, harassment, and inclusion, along with effective complaint mechanisms.
- **Student Engagement:** Encouraging student-led initiatives, clubs, and activities that promote gender equality and provide platforms for open discussions.
- **Faculty and Staff Sensitization:** Ensuring that all members of the institution are equipped with the knowledge and skills to create a gender-sensitive environment.
- **Continuous Evaluation:** Regularly assessing and updating gender sensitization efforts based on feedback, evolving needs, and best practices.

In conclusion, gender sensitization is an integral part of creating a just and harmonious educational institution. By actively challenging biases, promoting equality, and fostering a culture of respect, educational institutions contribute to shaping a more inclusive and equitable society for future generations. Gender sensitization through women's empowerment and the establishment of an Internal Complaints Committee (ICC) are important steps towards creating a safe, inclusive, and respectful environment within educational institutions.

Women Empowerment Cell:

In recognition of the transformative potential of gender equality and women's



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empowerment, G.Pullaiah College of Engineering and Technology (GPCET) proudly establishes the Women Empowerment Cell (WEC). Rooted in the ideals of fostering inclusivity, enabling growth, and nurturing leadership, the WEC serves as a dedicated platform committed to advancing the rights and opportunities of women within the institution.

At GPCET, we understand that promoting gender equality is not only a social imperative but a catalyst for academic excellence and holistic development. The WEC stands as a testament to our unwavering commitment to creating an environment that is both empowering and responsive to the needs of all students, regardless of gender.

Mission and Objectives:

The Women Empowerment Cell at GPCET operates with a multifaceted mission that encompasses the following core objectives:

- Promoting Awareness and Sensitization:** WEC endeavors to raise awareness about gender-related issues, foster a culture of respect and inclusion, and sensitize the campus community to the challenges and opportunities faced by women.
- Empowering through Education:** By organizing seminars, workshops, and discussions, the cell aims to empower women with knowledge, skills, and resources that enhance their academic and professional pursuits.
- Creating a Supportive Network:** WEC seeks to establish a network of mentorship and peer support that assists women in navigating academic and personal challenges, thus fostering a sense of belonging and camaraderie.
- Advocating Gender Equality:** Through advocacy initiatives and collaborative efforts, the cell advocates for gender equality in all aspects of academic life, striving to eliminate discrimination and bias.
- Leadership and Skill Development:** WEC provides opportunities for women to develop leadership skills, enhance self-confidence, and explore avenues for personal and professional growth.



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Our Commitment:

The Women Empowerment Cell stands as a testament to GPCET's commitment to creating a campus where every individual, regardless of gender, is empowered to excel and contribute meaningfully to society. By nurturing an environment that values diversity, promotes inclusivity, and champions gender equity, GPCET and its Women Empowerment Cell are dedicated to shaping a future where women are not only equal participants but also leaders and trailblazers.

As we embark on this journey of empowerment, we invite all members of the GPCET community to join hands and contribute to the collective endeavor of creating a brighter, more equitable future for everyone.

Empower Women, Empower Tomorrow.

Internal Complaint Committee/ Anti sexual Harassment committee:

Anti-sexual harassment committee plays a crucial role in safeguarding the institution's members, fostering a respectful environment, and ensuring that instances of sexual harassment are addressed promptly, sensitively, and effectively. Sexual Harassment of Women at Workplace Act, 2013 is specific to India and focuses on addressing sexual harassment issues faced by women in the workplace. The Act recognizes the fundamental right of women to work with dignity and aims to provide a legal framework for prevention, prohibition, and redressal of sexual harassment at the workplace.

Roles and Responsibilities:

1. To deal with the issues of Gender based violence
2. To conduct various gender sensitization programmes
3. To look after Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students



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Gender wise representation of Students:

Enrollment Data (2020-21):-

Total Student Enrollment: 2581

- Female Students: 976
- Male Students: 1605

The student body composition at G.Pullaiah College of Engineering and Technology displays an uneven distribution between male and female students, wherein the male student population holds a larger share. Such a discrepancy has the potential to affect the general atmosphere on campus and shape the viewpoints and encounters of the student body.

Gender wise representation of Faculty & staff:

The Gender Audit conducted at our Institution aimed to evaluate the gender representation and inclusivity among faculty and staff members. This report presents a comprehensive analysis of the data collected, shedding light on the current state of gender dynamics within the institution.

****Faculty Gender Distribution: ****

Total Faculty Members: 147

- Male Faculty: 93
- Female Faculty: 54

The gender distribution among both faculty and staff at GPCET reveals noticeable gender imbalances. The larger proportion of male faculty and staff members raises important considerations about representation, inclusivity, and the potential impact on the institution's overall climate.

Faculty Gender Analysis:

1. **Gender Disparity:** The significant difference in the number of male and female faculty members indicates an underrepresentation of women in academic roles. This disparity could

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affect students' perceptions of gender roles within academia and limit female students' exposure to female role models.

2. **Gender-Related Course Content:** The gender ratio among faculty members may influence the incorporation of gender-related content into the curriculum. It is important to ensure that diverse gender perspectives are integrated across disciplines.

3. **Mentorship and Guidance:** The lower number of female faculty members might impact the availability of mentorship and guidance for female students. Efforts should be made to establish mentorship programs that connect female students with female faculty members.

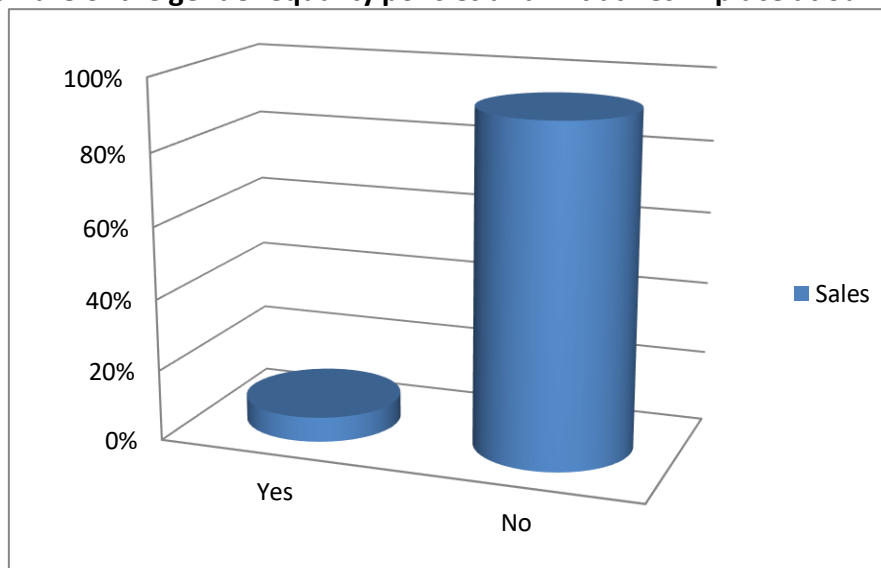
Staff Gender Analysis:

1. **Limited Female Staff:** The small number of female staff members suggests potential limitations in terms of diverse representation in administrative and support roles. Efforts should be made to attract and retain a more gender-diverse staff.

2. **Inclusive Work Environment:** A balanced gender representation among staff members contributes to a more inclusive work environment. Diverse perspectives and experiences enrich institutional decision-making processes and enhance overall organizational culture.

Student's Survey

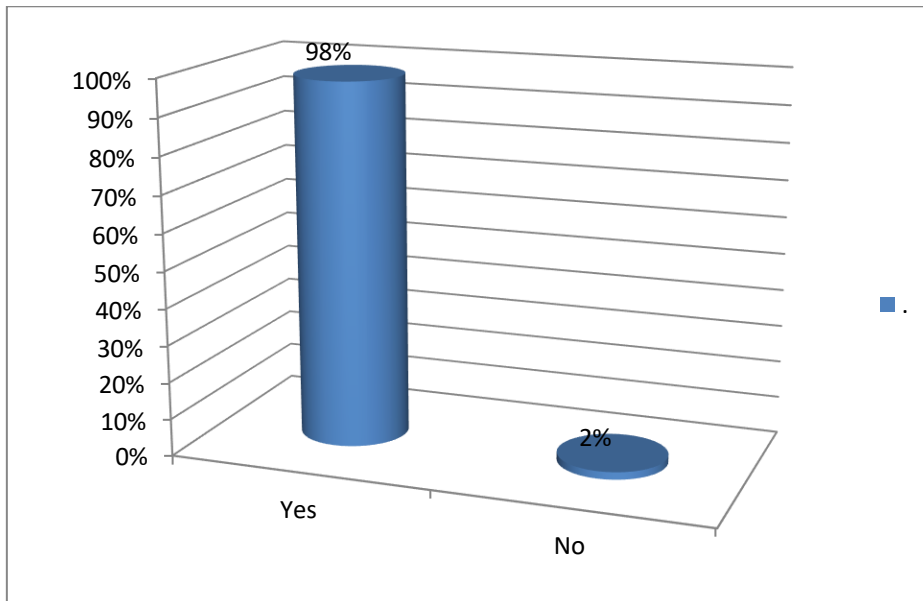
1) Are you aware of the gender equality policies and initiatives in place at our institution?



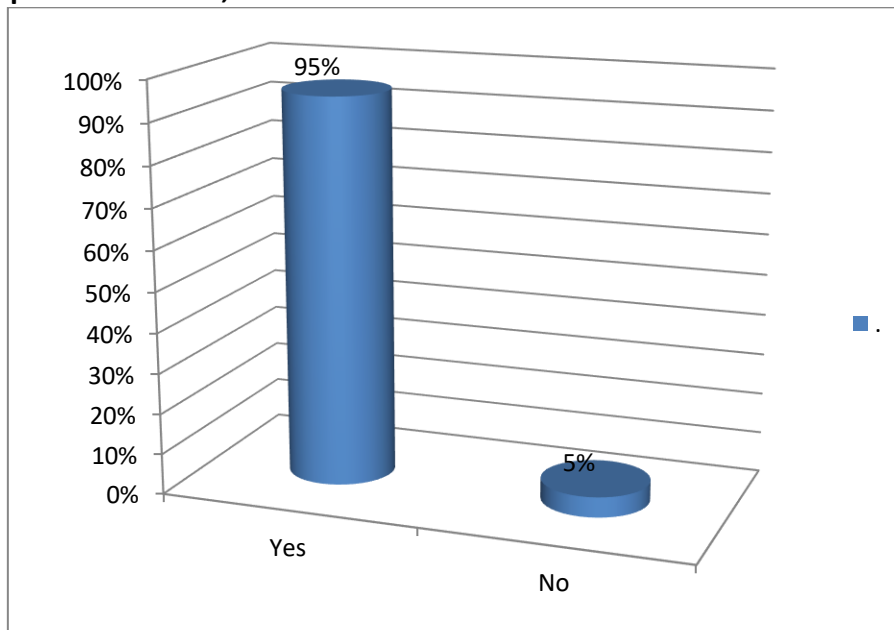
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2) Do you feel that gender-related issues are openly discussed and addressed in classroom settings?



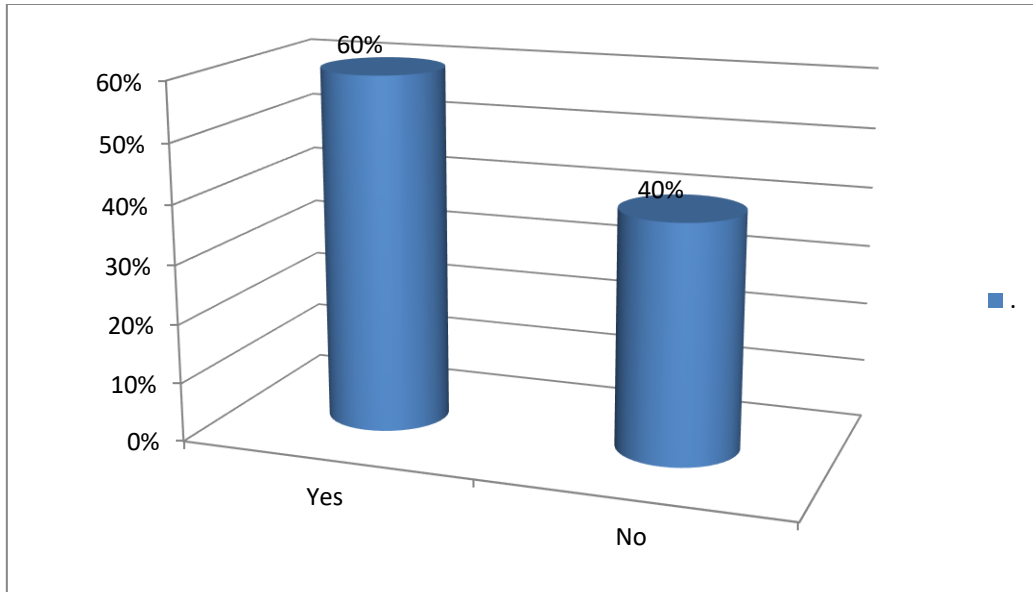
3) Are you familiar with the available support services for female students, such as Women Empowerment Cell, or Anti sexual Harassment Committee?



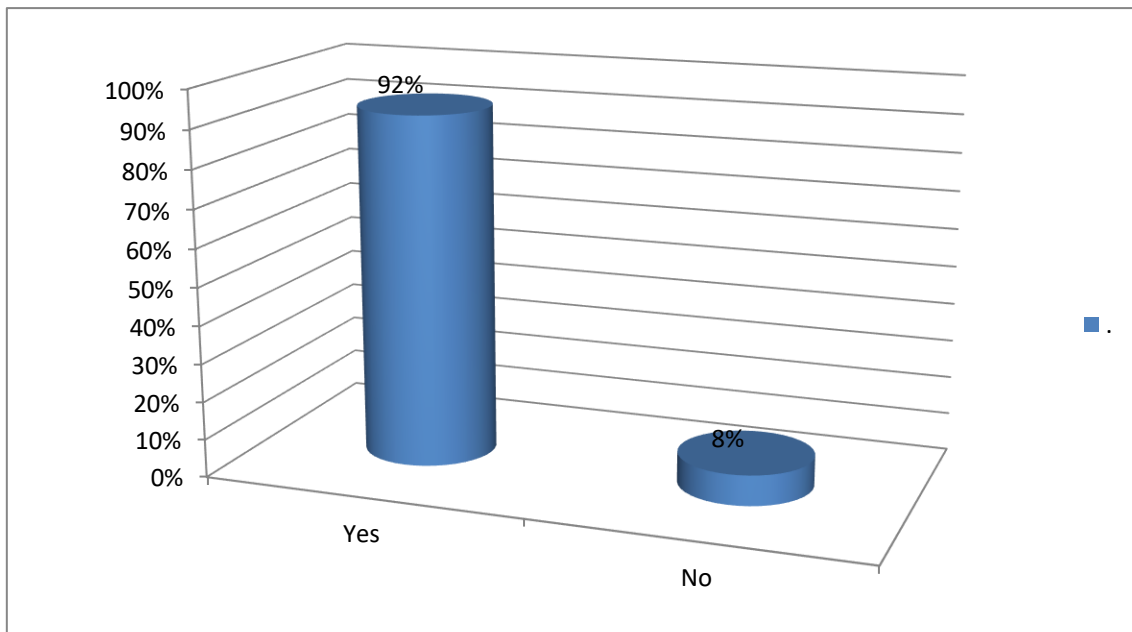
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4) Do you think the curriculum integrates gender perspectives and addresses relevant gender-related topics?



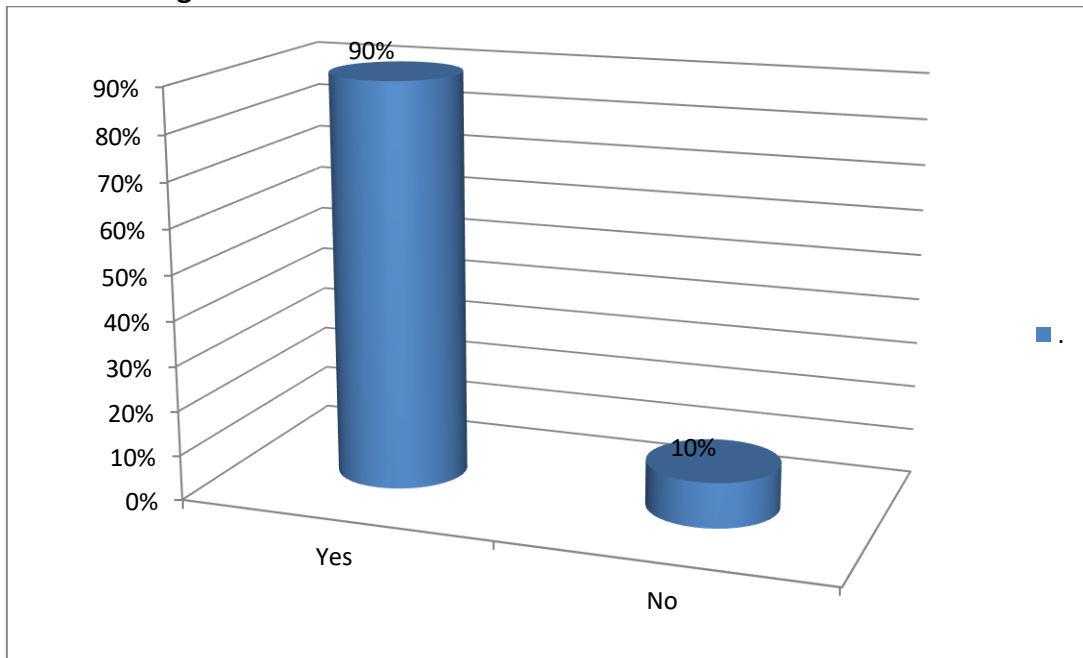
5) Do you feel that your opinions and contributions are valued and respected equally in classroom discussions?



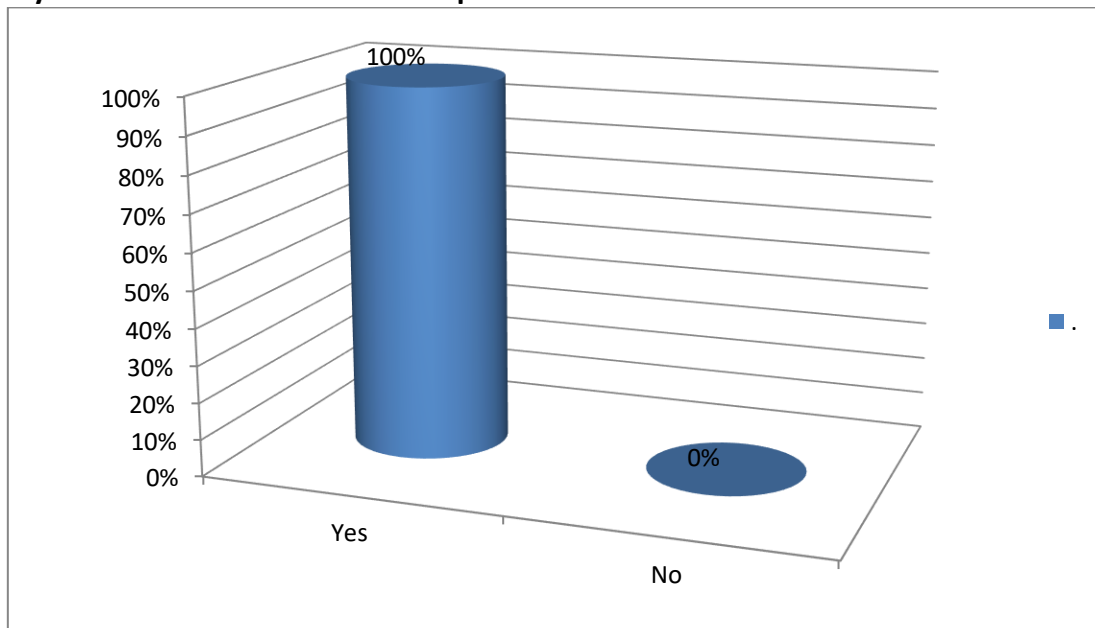
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6) Are you aware of leadership opportunities and positions available to female students within student organizations or committees?



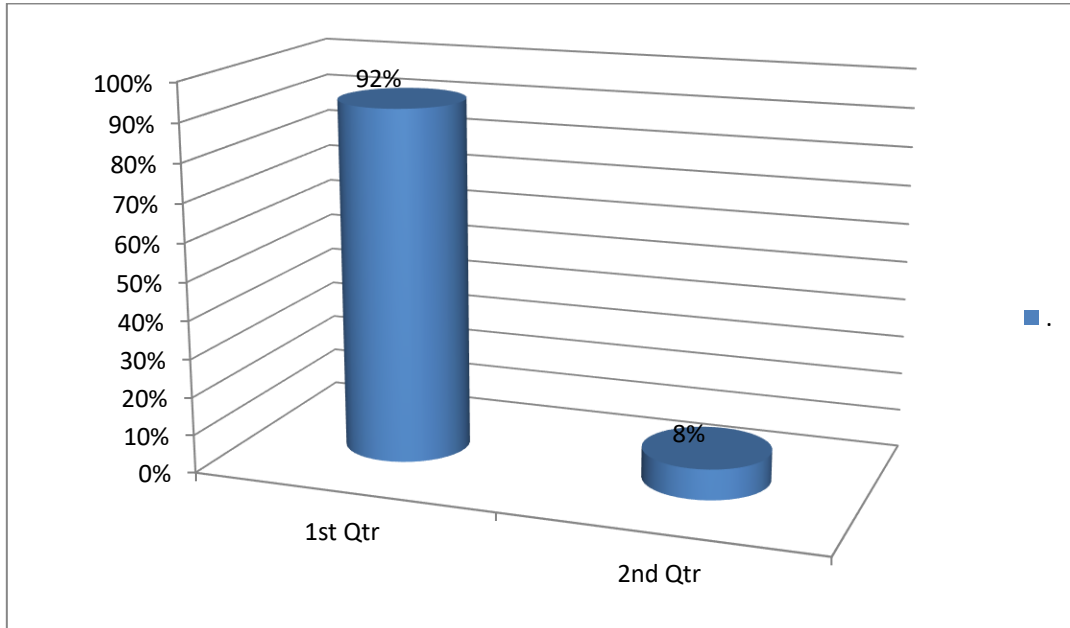
7) Do you feel safe and secure on campus?



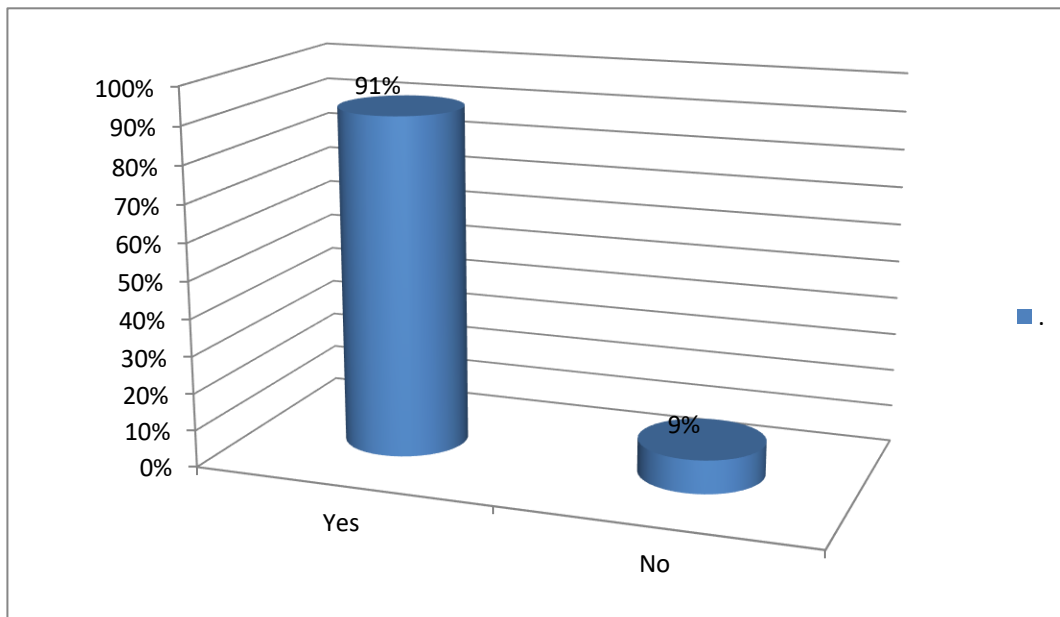
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8) Do you believe there is equitable representation of female students in student bodies and decision-making processes?



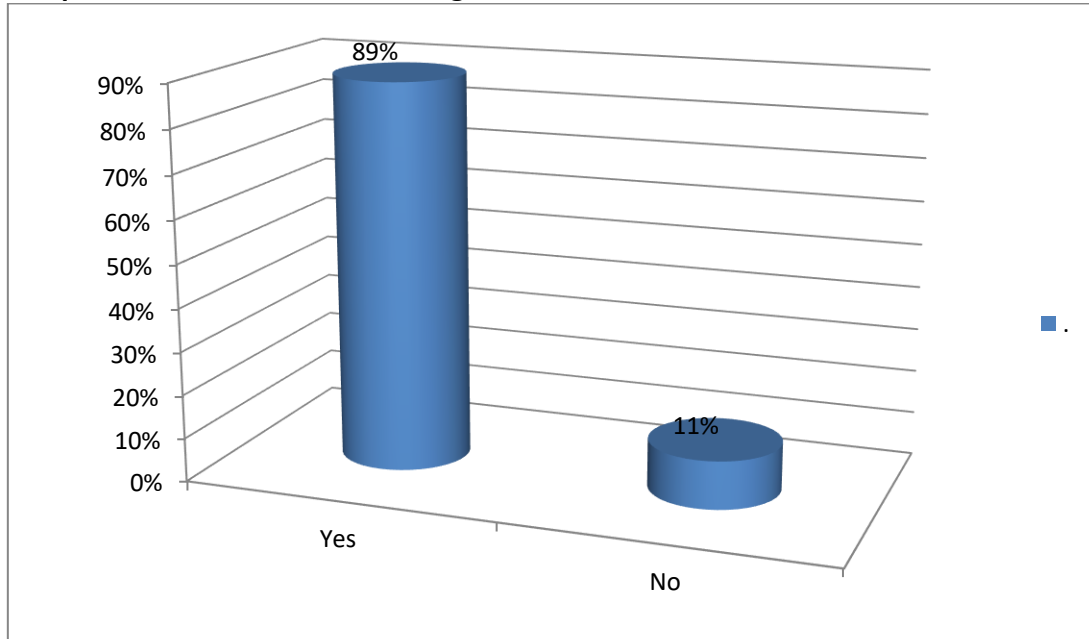
9) Do you feel confident and encouraged to pursue careers in traditionally male-dominated fields?



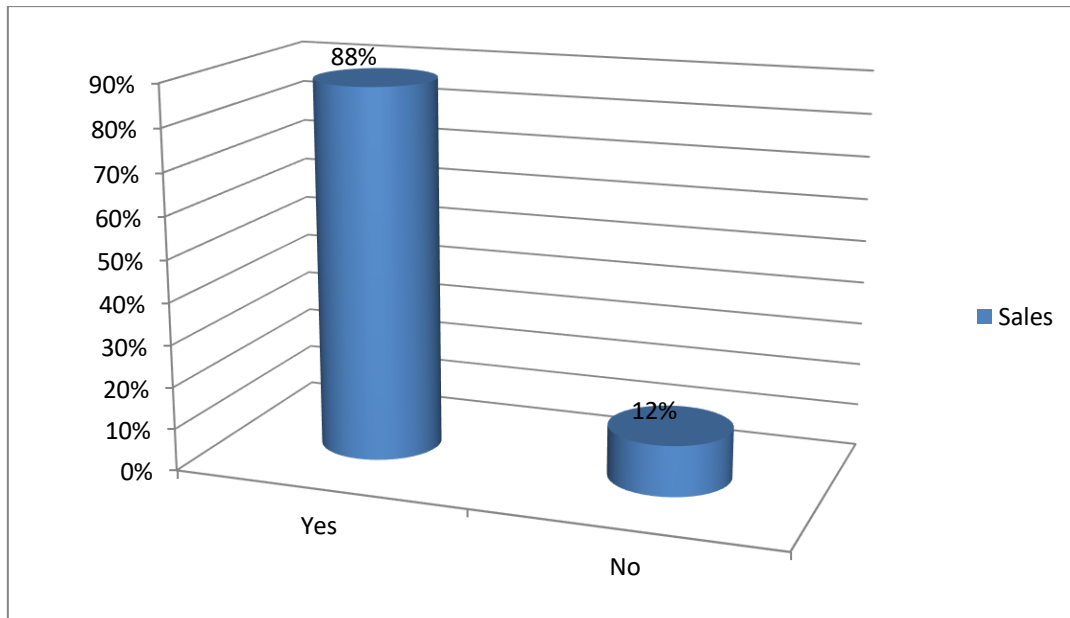
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10) Adequate toilets are available for girl students?



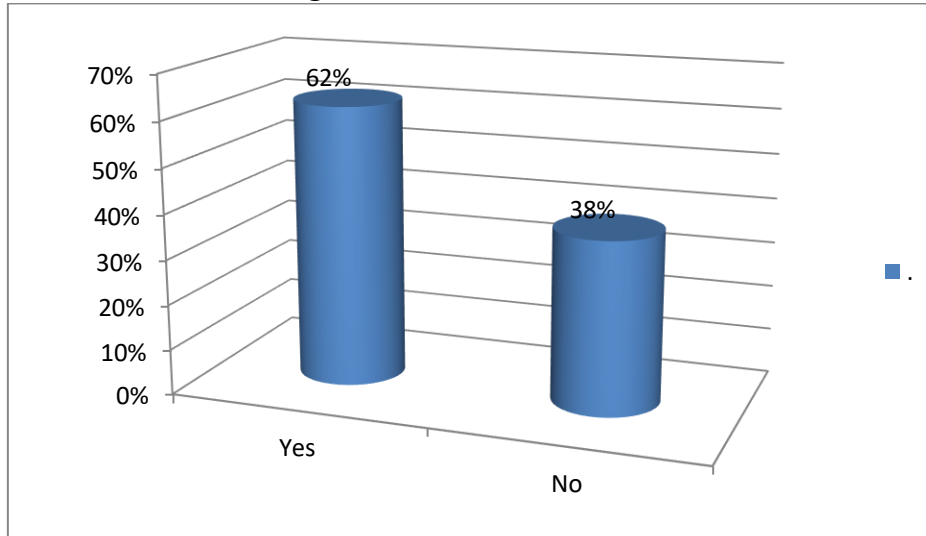
11) Do you know about grievance redressal committee?



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12) Do you have sufficient waiting halls?



Implications needed for Students:-

The outcomes of the Gender Audit conducted at our college, revealing a female student representation of only 45% in comparison to their male counterparts, carry significant implications for our institution. These findings shed light on areas that require attention and reform to ensure an inclusive and equitable educational environment for all students. The following implications arise from the observed gender disparity:

- Inclusivity and Diversity Initiatives:** The audit findings underscore the need for robust initiatives that promote gender inclusivity and diversity. Efforts should be directed towards encouraging a more balanced student enrollment to create an environment that truly reflects the richness of perspectives brought by both genders.
- Curriculum Review and Gender Sensitivity:** The gender imbalance might influence the content and delivery of our curriculum. A comprehensive review should be conducted to ensure that course materials and teaching methods are free from gender bias and stereotypes, enabling all students to engage and excel regardless of their gender identity.
- Support Systems for Female Students:** Recognizing the potential challenges faced by female students in a predominantly male environment, the audit suggests enhancing support systems. This could include mentorship programs, counseling services, and safe spaces that empower female students and address their unique needs.

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4. **Promotion of STEM Fields:** The audit underscores the importance of encouraging female students' participation in Science, Technology, Engineering, and Mathematics (STEM) fields. Efforts should be made to debunk societal misconceptions and promote STEM as accessible and appealing to all genders.
5. **Awareness and Sensitization:** The findings emphasize the necessity of creating awareness about gender issues among all members of the college community. Workshops, seminars, and awareness campaigns can foster a culture of respect, understanding, and gender sensitivity.
6. **Leadership and Representation:** The gender disparity might reflect challenges in achieving gender balance in leadership positions and decision-making roles. Efforts should be made to encourage and mentor female students to take up leadership roles across various domains.
7. **Campus Safety and Security:** As the experiences of female students might be influenced by the skewed gender ratio, ensuring a safe and secure campus environment becomes paramount. Adequate measures should be in place to prevent any incidents of harassment or discrimination.
8. **Data Monitoring and Reporting:** Regular monitoring and reporting of gender-related data can help track progress and identify areas needing continuous improvement. Transparent data sharing can foster accountability and informed decision-making.

The Gender Audit findings prompt us to take proactive steps to address the gender disparity and its associated implications. By fostering an environment that values diversity, ensures equal opportunities, and promotes mutual respect, we can create a college experience that enriches the lives of all students, regardless of their gender.

Conclusion:

The culmination of the Gender Audit conducted at G.Pullaiah College of Engineering and Technology marks a pivotal moment in our journey towards creating a more inclusive and equitable educational institution. The audit has not only provided us with a comprehensive understanding of the existing gender dynamics on our campus but has also illuminated the



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path forward for meaningful transformation.

Through meticulous examination and analysis, we have gained insights into the challenges and opportunities that arise from the current gender landscape. The audit findings, rooted in data and experiences, serve as a foundation upon which we can build a more just and respectful environment for all students, regardless of their gender identity.

It is evident that the disparity in gender representation carries implications that extend beyond mere numbers. Our commitment to addressing this imbalance is not just about achieving numerical parity but about fostering an atmosphere that values diversity and empowers every individual to thrive. We acknowledge that achieving gender equality is an ongoing journey that demands concerted effort and a change in both mindset and action.

As we move forward, we are presented with a clear roadmap for action. The recommendations stemming from the audit findings will guide us in implementing concrete measures that touch upon various facets of our institution, from curriculum development and support systems to awareness campaigns and leadership opportunities. By harnessing these recommendations, we aim to reshape our campus climate into one that celebrates inclusivity and promotes the holistic growth of all members of our community.

We extend our gratitude to all those who contributed to this audit – the students who shared their experiences, the faculty members who provided valuable insights, and the administration that supported this endeavor. Your collective dedication fuels our commitment to fostering positive change.

In conclusion, the Gender Audit at G.Pullaiah College of Engineering and Technology serves as a catalyst for transformation. It reminds us of the importance of introspection, growth, and creating an environment that reflects the ideals of gender equality and empowerment. As we embark on this path of change, we do so with a shared vision of a brighter, more inclusive future for our college and its entire community.


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