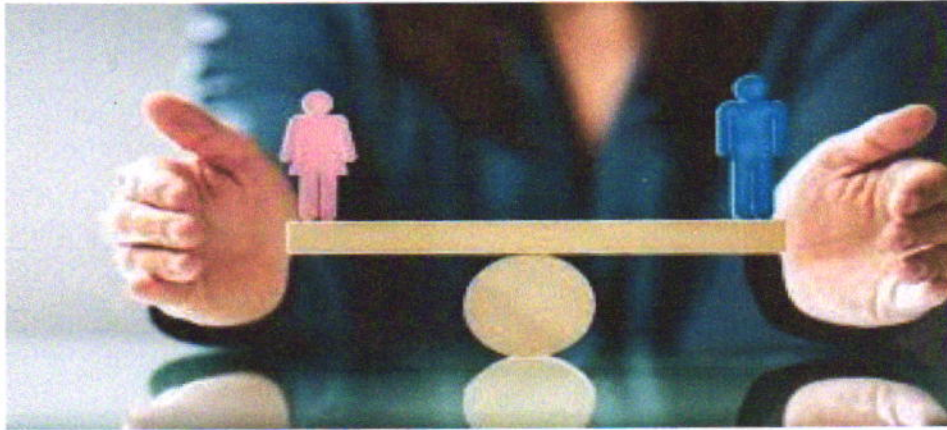



7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equality during the last five years.



**GENDER AUDIT OF
SREE CHAITANYA INSTITUTE OF TECHNOLOGICAL SCIENCES
(2018-2019 to 2022-2023)**

Contents:

- ❖ **Introduction.**
- ❖ **Objectives of Gender Audit.**
- ❖ **Gender balance in Student Enrolment at SCITS (2018-19 to 2022-23).**
- ❖ **Gender Difference in Teaching Staff.**
- ❖ **Strength and Gender Sensitive Initiation in SCITS.**
- ❖ **Future Plan.**
- ❖ **Conclusion.**


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I.,M.D. Colony, KARIMNAGAR (T.S.)

INTRODUCTION OF INSTITUTION:

SREE CHAITANYA INSTITUTE OF TECHNOLOGICAL SCIENCES is a highly reputed Institute, established in 2008 with EAMCET Counseling Code CHTS. The college is under the dynamic leadership of the honorable Chairman, **Sri. M. Ramesh Reddy, B.E., MBA** and Director, **Sri K. Narender Reddy**, who have more than 20 years of experience in Technical Education. The **SREE CHAITANYA INSTITUTE OF TECHNOLOGICAL SCIENCES** turned a golden leaf with the icon of technical education in North Telangana. A versatile, sagacious genius **Sri M. Ramesh Reddy**, an eminent and dynamic educationalist taking reigns as the Chairman of the Institution. He established the Institution in 2008 and has been constantly upgrading them perpetually to promote a valued technical education in our state.

VISION

To emerge as an Institution of Excellence to educate, empower students in the fields of Engineering, Management to create solutions that improve the quality of life and sustainability.

MISSION

- To deliver high quality Engineering and Management Education by giving prominence to theoretical, practical, experiential and comprehensive learning-teaching with the help of cutting-edge technologies and best in class infrastructure.
- To establish an environment that produce advance knowledge through research and enrich a culture of inquiry, critical thinking, creativity and innovation to address the needs, challenges and issues of the society with best solutions and to ensure its well-being.
- To develop fruitful industry-institution interactive collaborations, curriculums and programs, leading to enhance the competency, leadership and entrepreneurship skill.
- To develop highly professionals through holistic education by focusing on individual growth, discipline, integrity, ethics, compassion, accountability, sustainability and social sensitivity.

With a view to reaffirm its vision of creating an enlightened productive Civil Society,



related support system for gender main streaming are effective. Through audit it tries to establish a baseline documentation of gender segregated data on every section of its system to bring gender balance in the campus.

THE MAJOR OBJECTIVES OF THIS GENDER AUDIT ARE:

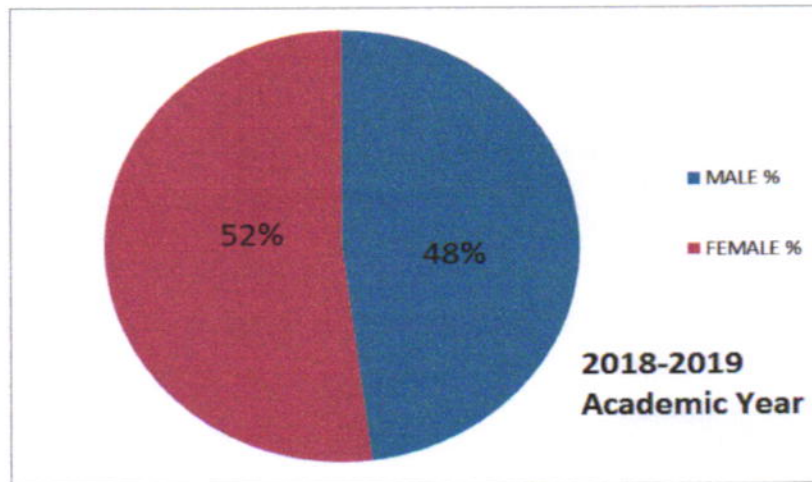
- To generate a gender segregated database of students and staff of the Institution.
- To identify the gender gaps and challenges.
- To execute the policies, rules and actions of the Institution in promoting gender equality and equity keeping the need and interest of all genders.
- To eliminate gender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

Methodology:

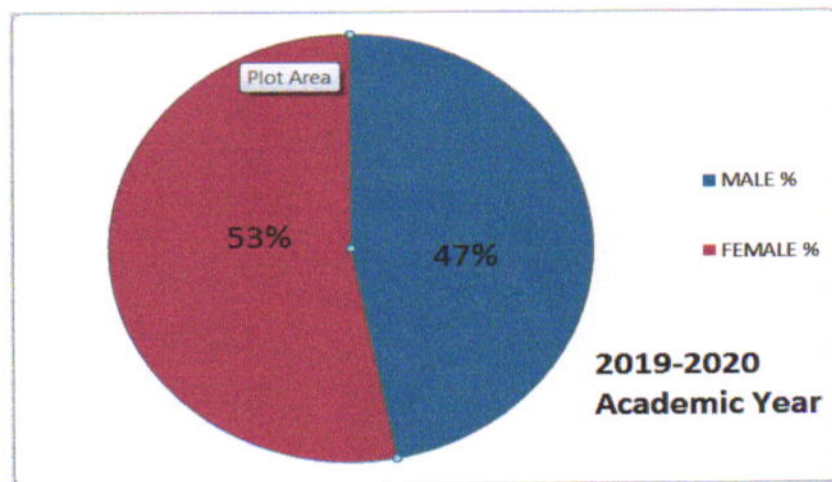
To undertake a comprehensive gender audit a committee was constituted comprising the experienced expert faculties of the Institution and gender experts of the state. Required gender based information and data was collected through standardized formats from each teaching and administrative departments. 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 SCITS

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	173	182	48	52	355

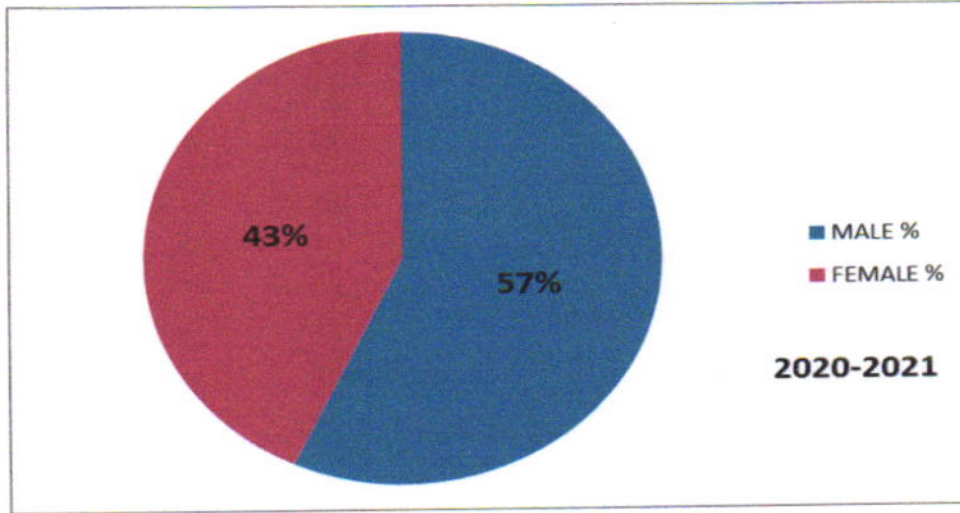


Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	171	186	47	53	357

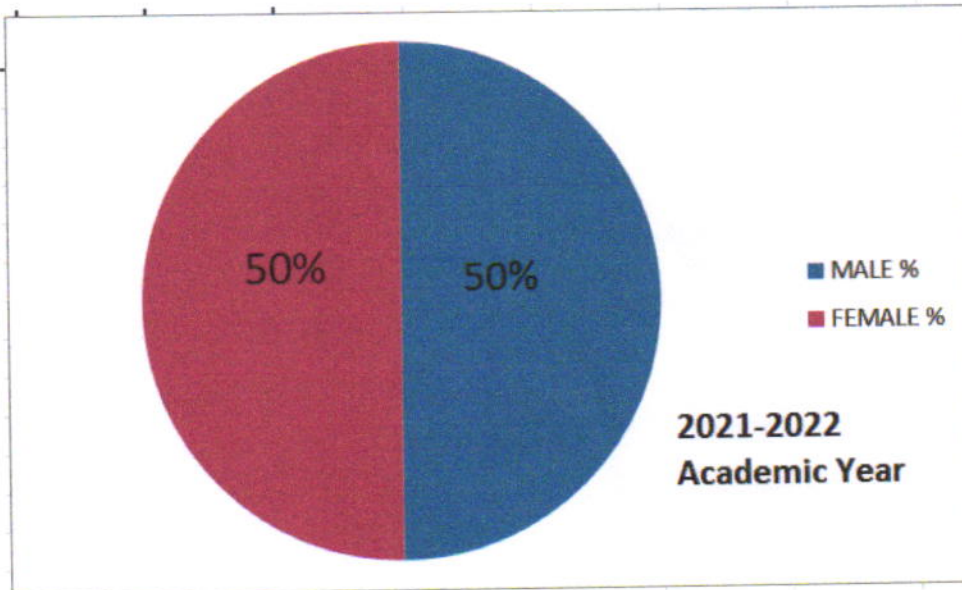




Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	223	168	57	43	391

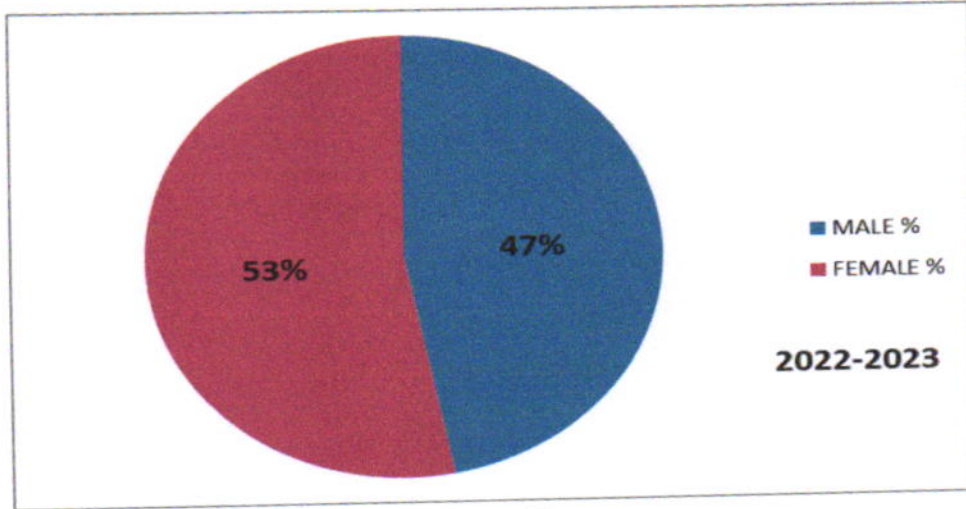


Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	202	198	50	50	400



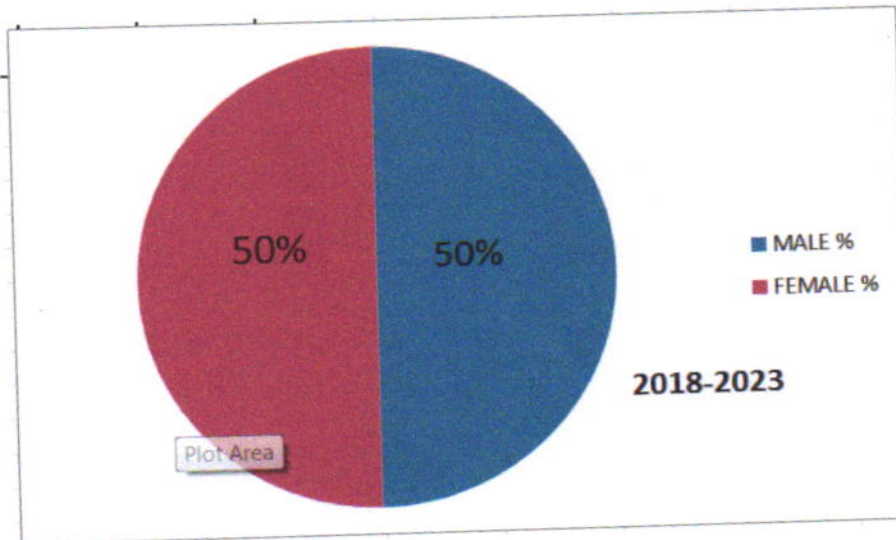
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022 - 2023	223	247	47	53	470



Overall

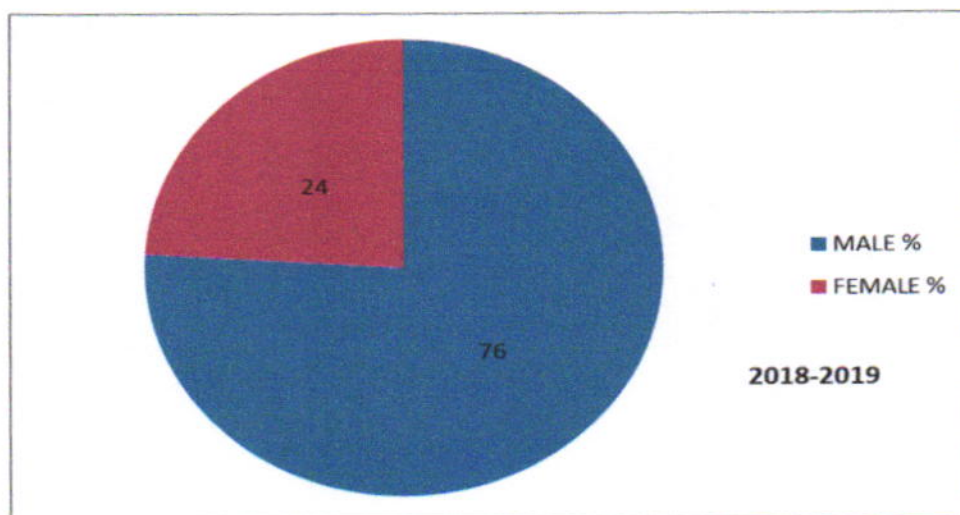
Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2022-2023	992	981	50	50	1973



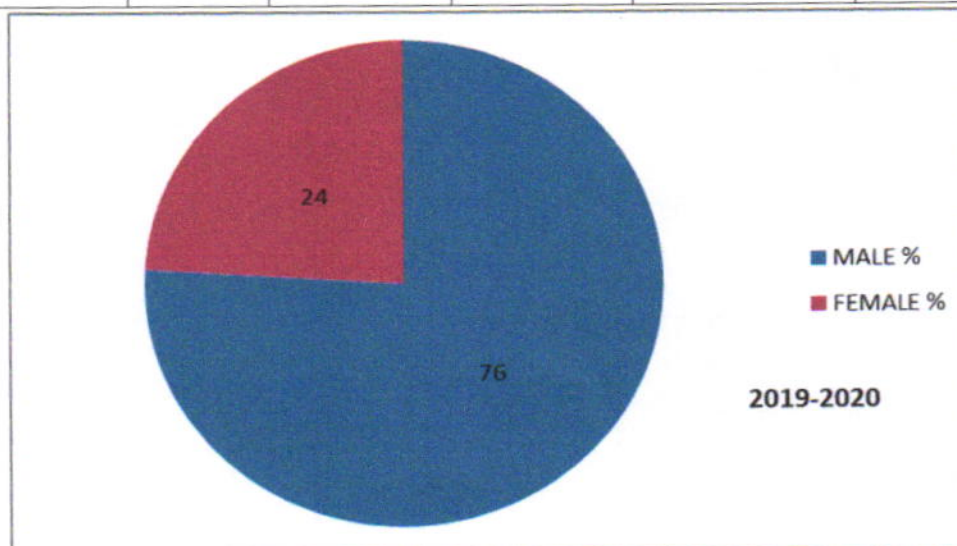


SECTION-II
GENDER STATISTICS OF TEACHING STAFF

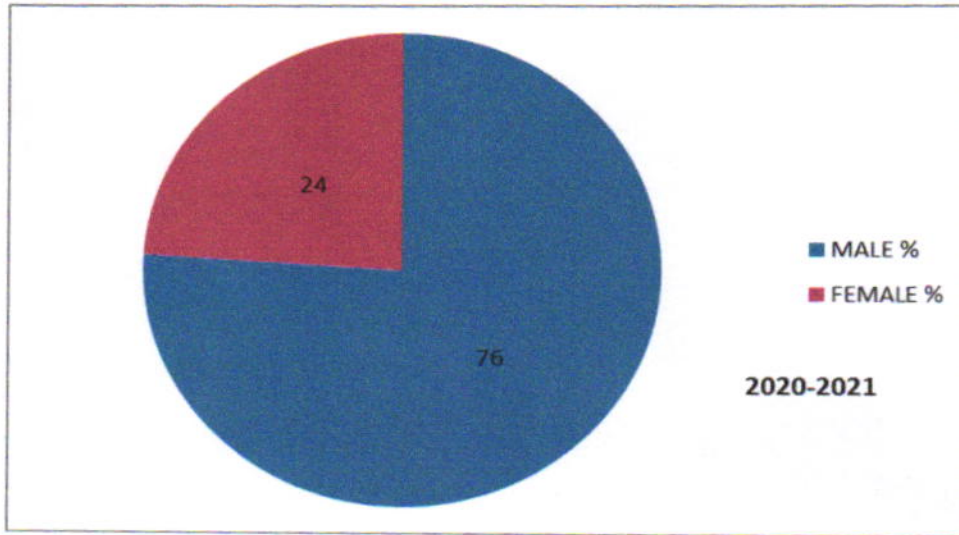
Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	77	24	76	24	101



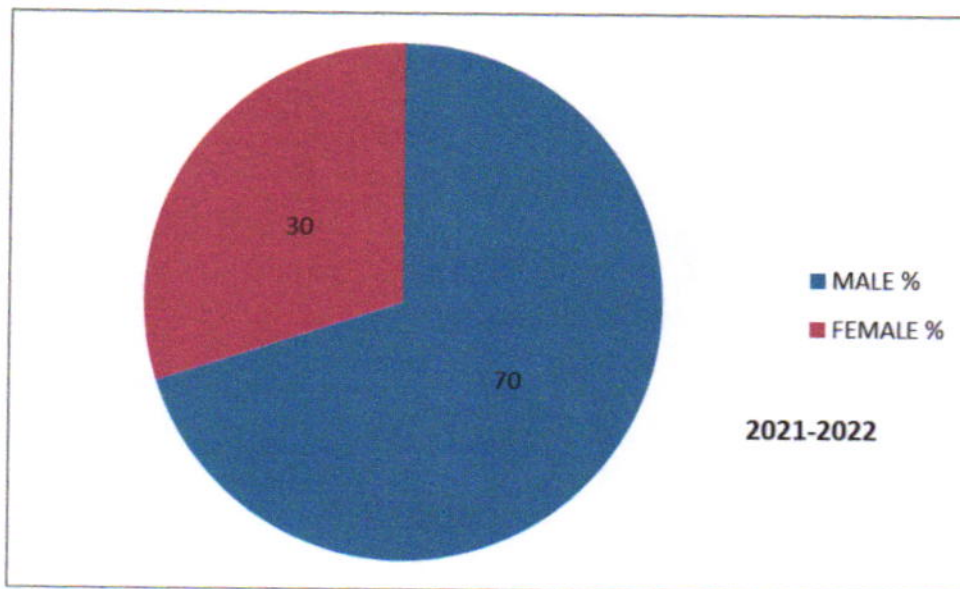
Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	79	24	76	24	103



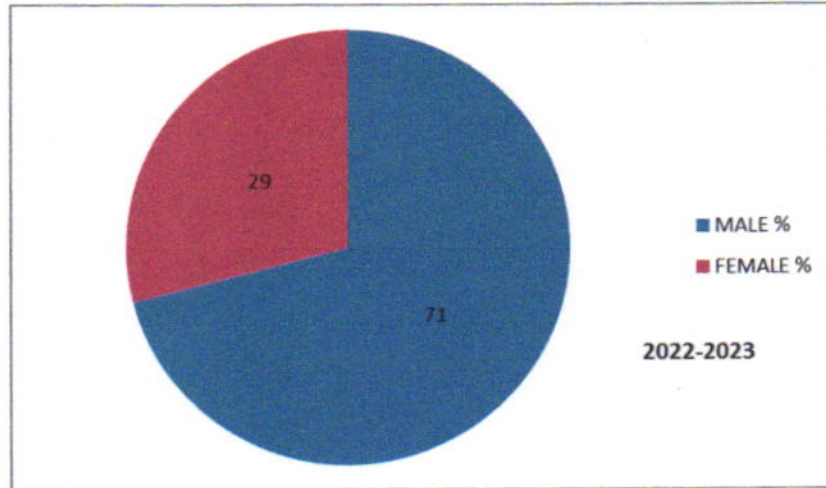
Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	77	24	76	24	101



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	72	30	70	30	102

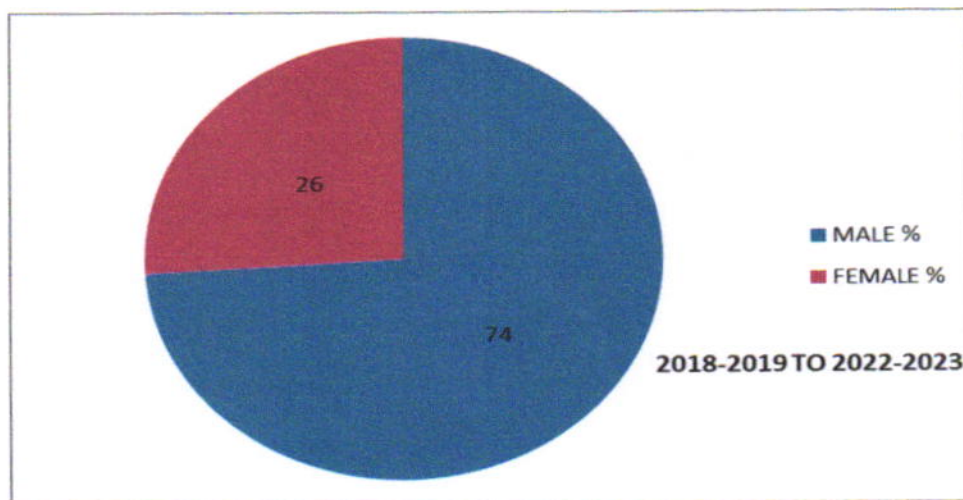


Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022 - 2023	82	32	71	29	114



Overall

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2022-2023	384	134	74	26	518



STRENGTH AND GENDER SENSITIVE INITIATION in SCITS:

- ❖ Women are represented in the top ranks of academic as well as non-academic functionaries.
- ❖ “Women grievance redressal cell” or GRC aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all member of the SCITS 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.

FUTURE PLAN:

- ❖ SCITS 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 SCITS 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.

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 SCITS

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S.No.	Details	Page No.
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Specific facilities provided for women in terms of:

1. Safety and security
2. Counselling
3. Common Rooms
4. Day care centre 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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Safety and Security provided for the girl students at SCITS with CCTV Surveillance.


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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.



Senior faculty Mrs. G.Chaitanya (MBA Dept.) of SCITS is counseling the students about stress and personal related problems.



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Senior faculty Mrs. R. Haritha (CSE Dept.) of SCITS is counseling the students in the academics related 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.



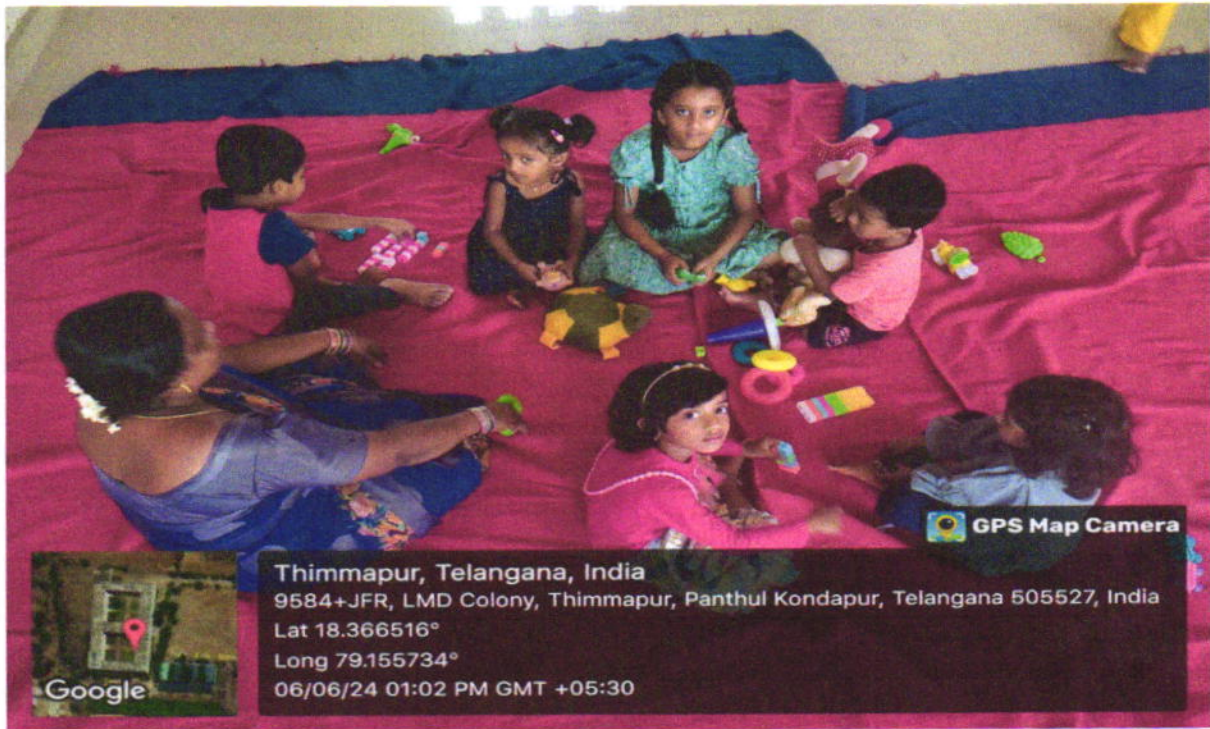
A common room for Girl Students

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4. Day care centre for young children:



Day care centre for young children in SCITS

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5. Any other relevant information:

5.1 Open and transparent system:

Open and transparent system of recruitment and promotion of faculty and staff 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 SCITS rules and regulations:

SCITS 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.

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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SCITS 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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