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## ABDULKALAM INSTITUTE OF TECHNOLOGICAL SCIENCES

(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad, an ISO 9001: 2015, 14001:2015 Certified Institution)

Vepalagadda (V), Sujatha Nagar (M), Bhadradri Kothagudem (Dist), TS.

Ph. Nos: 986669861, 9133397892, 8639164084, 9704545494

Website: [www.akits.ac.in](http://www.akits.ac.in) , Email: [akits.org@gmail.com](mailto:akits.org@gmail.com)



### 7.1: INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

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.

#### 1. Certificates-of-the-awards-received-from-recognized-agency

S. NO	Details	URL
1.	Gender-Audit	<a href="#">View Document</a>
2.	Annual-Gender-Sensitization-Action-Plan	<a href="#">View Document</a>



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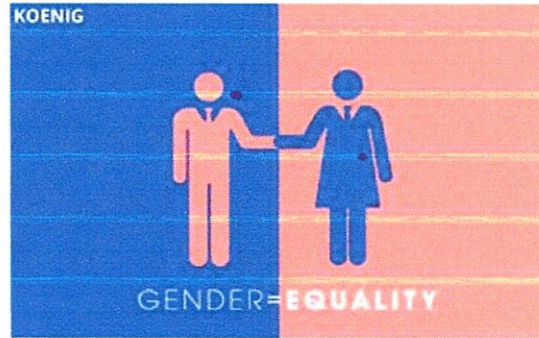
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### 7.1.1 Institution has initiated the Gender Audit and measures for the Promotion of gender equality during the last five years



#### GENDER AUDIT OF ABDUL KALAM INSTITUTE OF TECHNOLOGICAL SCIENCES (2018-19 to 2022-23)

##### Contents:

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



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### **INTRODUCTION OF INSTITUTION:**

**Abdulkalam Institute of Technological Sciences**, Vepalagadda, Kothagudem, Bhadradi-Kothagudem District has been promoted under the aegis of “**Global Educational Society**”, which was established in 2007 with **Ln. Dosapati Venkateswar Rao as Chairman and Ln. Ch. Laxminarayana as Secretary and Correspondent**. The Society is supported by other eminent personalities Ln. G.S. Shankar Rao and Sri. Ch. Ravikanth as Vice Chairman, Sri. D. Kranthi Kumar as Joint Secretary, Dosapati Karthik as Treasurer, Mrs Ch. Dhanalaxmi and Sri. Ch. Srikanth as Members. We are one of the best engineering colleges where students can enjoy high-quality education and skills.

### **VISION:**

Imparting state of Art Technical education to the students to face the global challenges and to meet the ever changing needs of society with human touch.

### **MISSION:**

1. Empowering the students with Creativity and Innovation in the fields of Engineering and Technology with a commitment towards basic human values.
2. To strengthen National and International, Industrial and institutional collaborations for Symbiotic relations and inculcate entrepreneurial attitude and values amongst Learners.
3. To develop a unique culture that instills responsibility and accountability in partnership with various stakeholders such as parents, society, business and education community.



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### **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 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 analyze has been categorized in three different sections. Section-1 is about Student's profile for UG programs, Section-2 is about the profile of teaching staff.

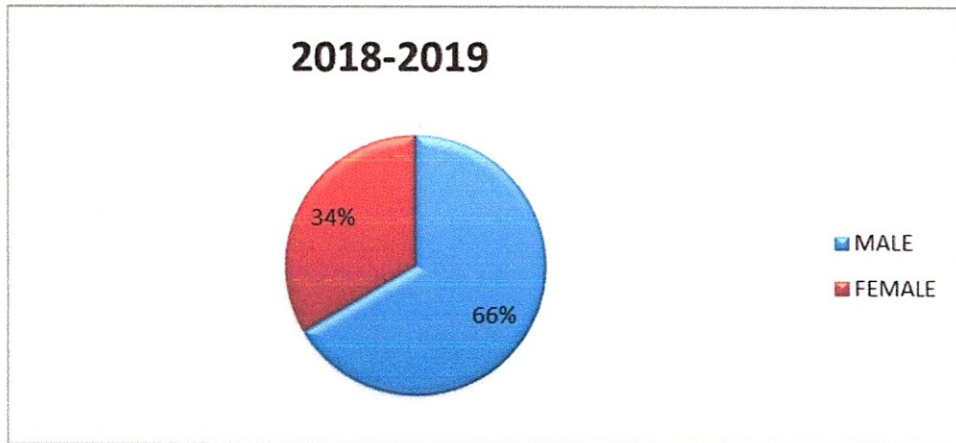


  
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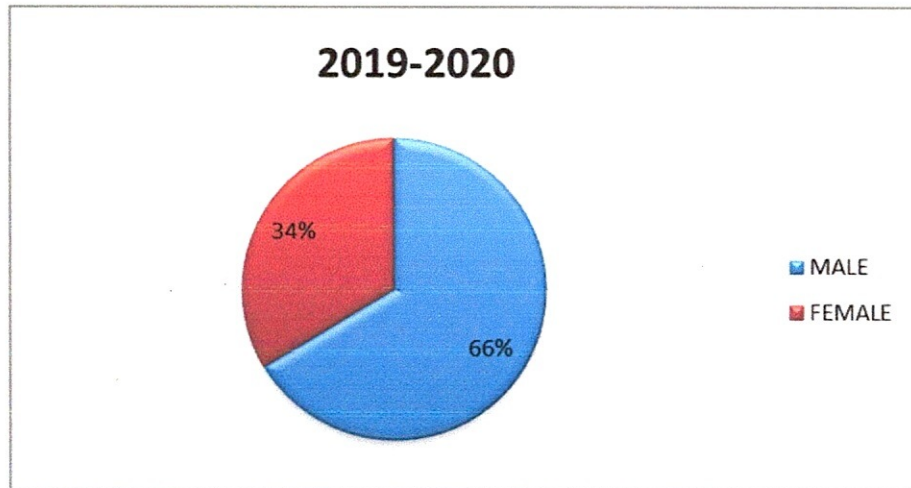


**SECTION-I**  
**GENDER BALANCE IN STUDENT ENROLLMENT at AKITS**

Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	401	185	68	32	586



Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	418	211	66	34	629



  
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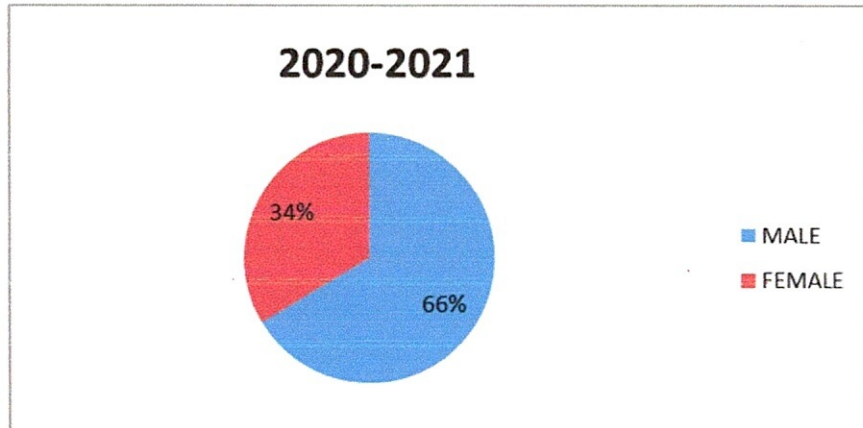
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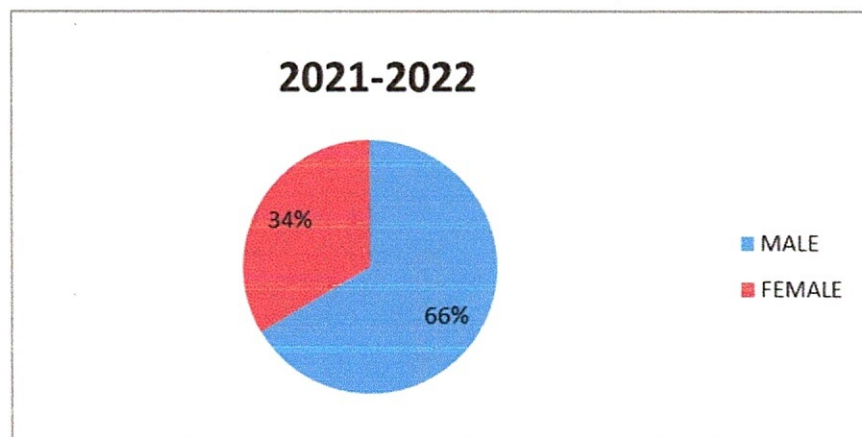
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Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	484	227	68	32	711



Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	527	247	68	32	774



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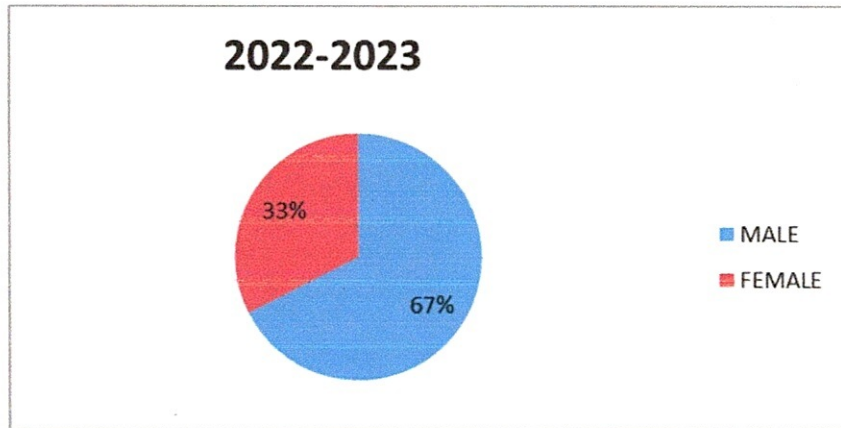
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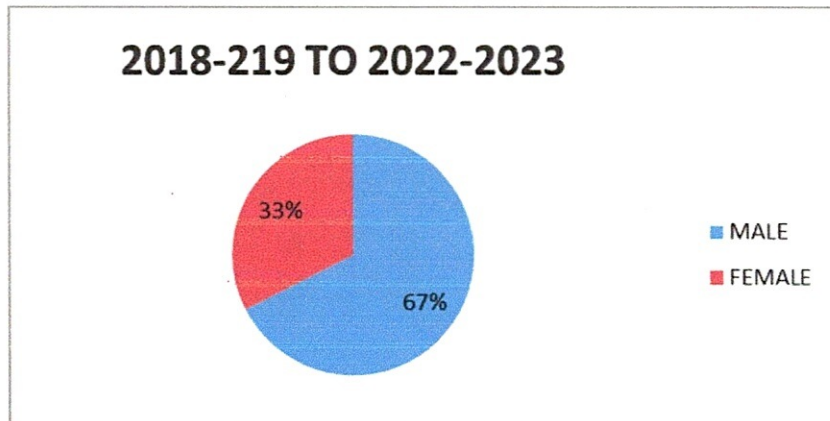
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Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022-2023	546	274	67	33	820



Overall

Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 to 2022-2023	376	144	67	33	520

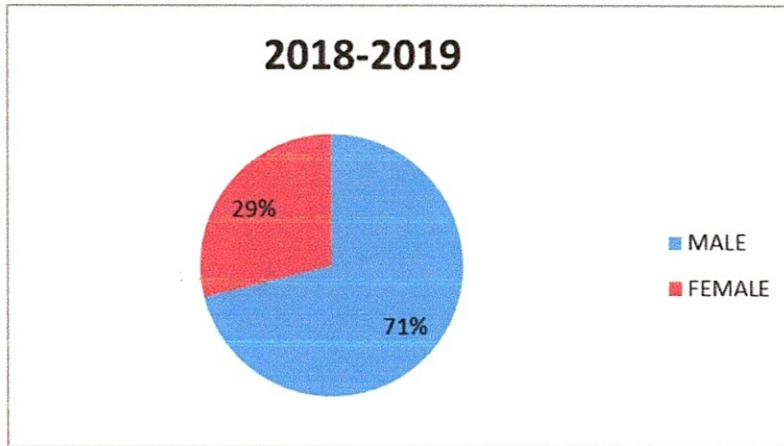


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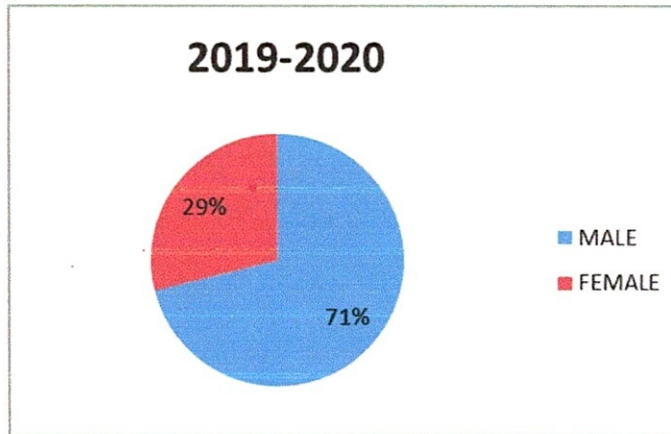


**SECTION-II  
GENDER STATISTICS OF TEACHING STAFF**

Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	325	246	72	28	571



Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	363	224	72	28	587



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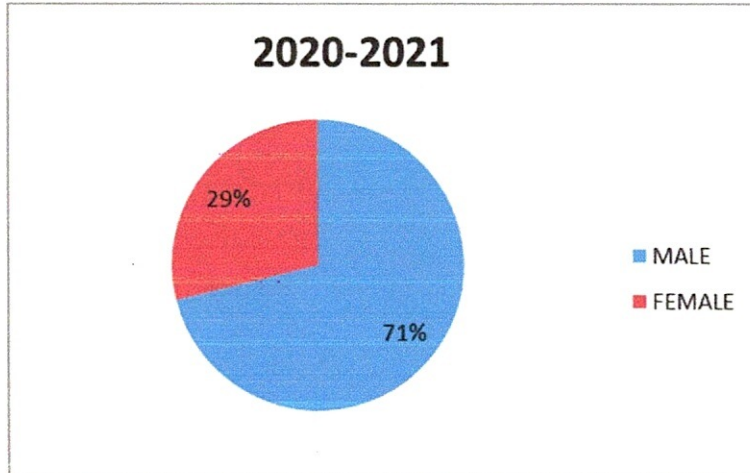
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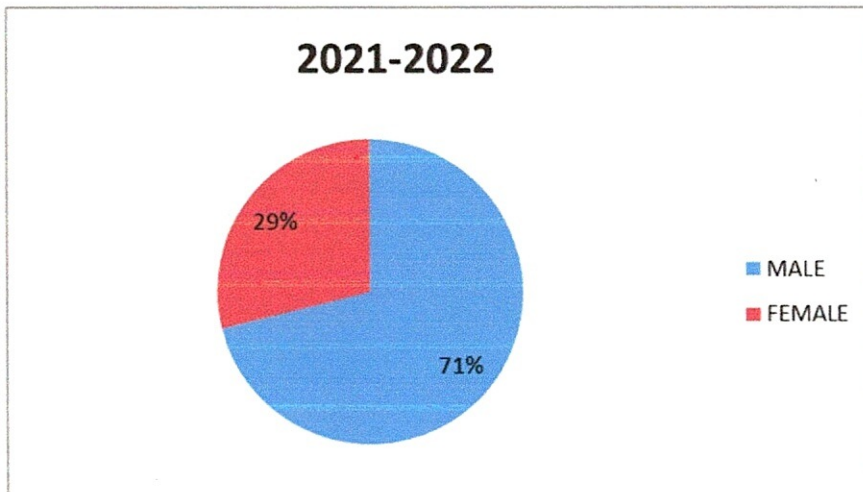
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Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	370	226	73	27	596



Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	368	229	75	30	597



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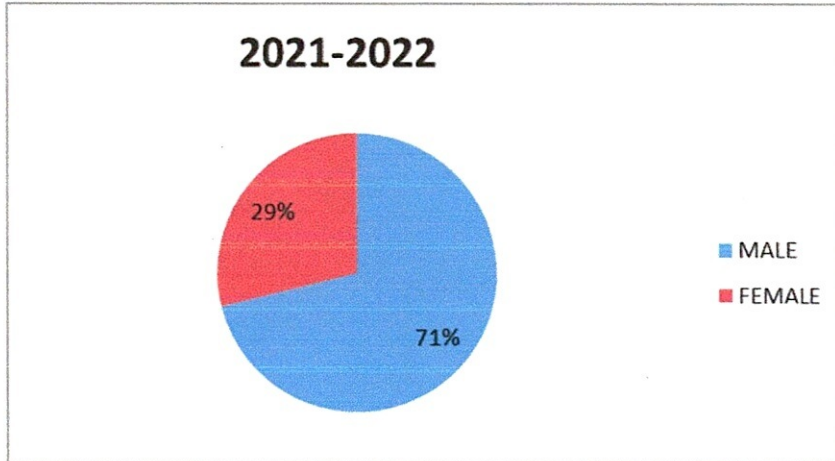
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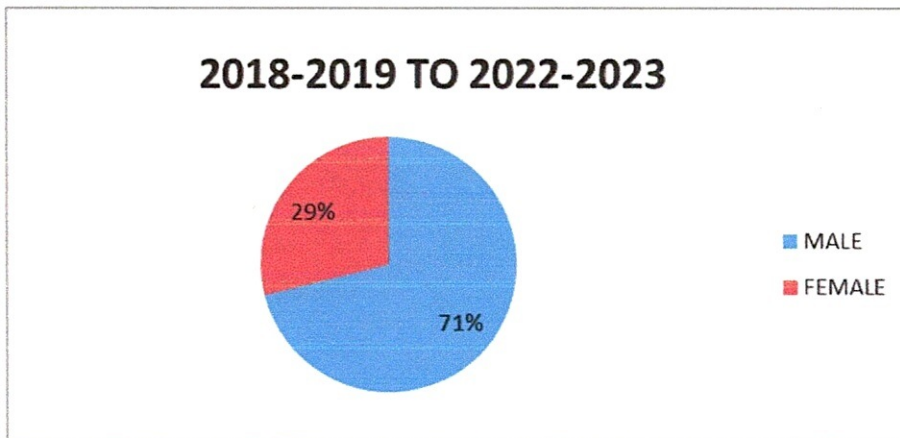
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Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022-2023	376	233	29	71	609



## OVERALL

Academic year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 to 2022-2023	345	240	71	29	585



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### **STRENGTH AND GENDER SENSITIVE INITIATION in AKITS:**

- ❖ Women are represented in the top ranks of academic as well as non-academic Functionaries.
- ❖ "Women grievance redressed cell" or GRC aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all member of the AKITS 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 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:**

- ❖ AKITS 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 organize gender sensitive workshops, group works and campaigns.

### **COCLUSION:**

The foregoing auditing of the gender situation in the campus clearly projects that AKITS stands out in having a good gender balance in its academics and administrative spheres. It is a gender sensitive campus and the gender balancing is well maintained so far as the staffing and student components and achievements are concerned. However some steps should be taken to develop gender sensitive infrastructure and our university 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 AKITS**

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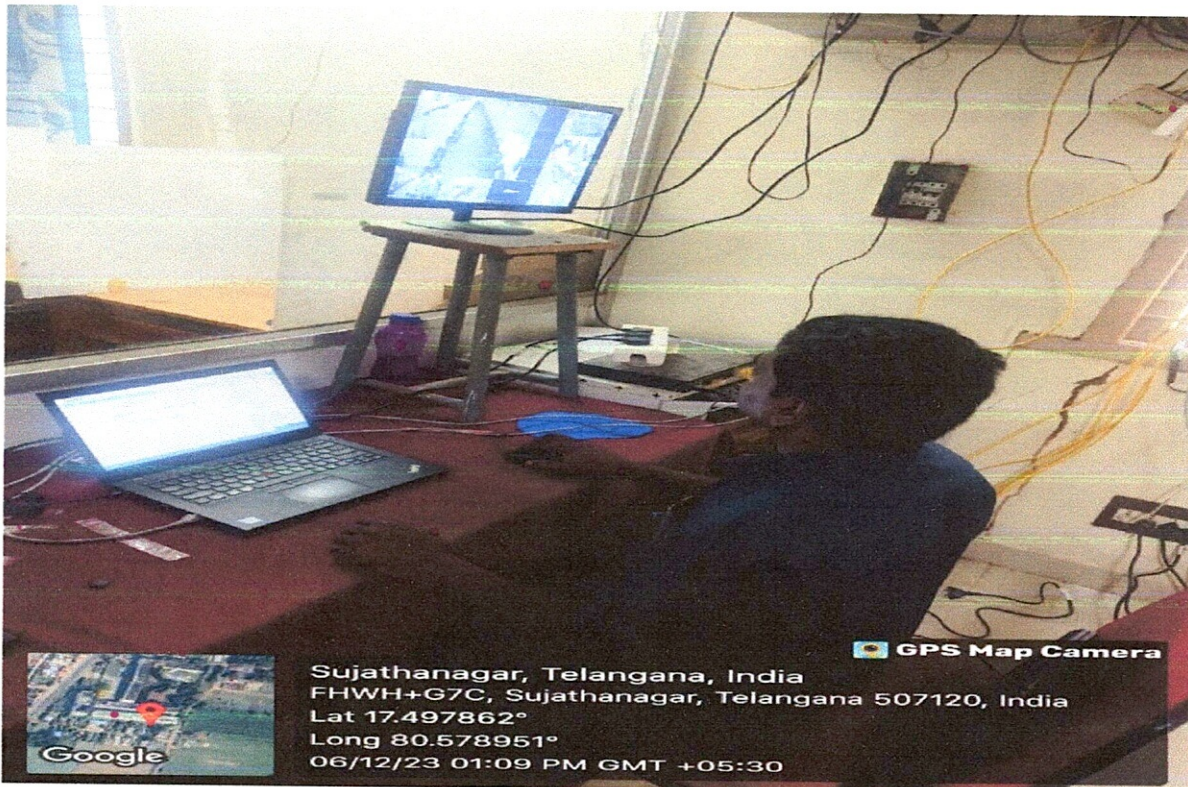
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## Specific facilities provided for women in terms of:

1. Safety and Security
2. Counseling
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 lab experiments. All students and employees of our institution are allowed with ID card by our security bat 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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GPS Map Camera

Sujathanagar, Telangana, India  
FHWH+G7C, Sujathanagar, Telangana 507120, India  
Lat 17.497848°  
Long 80.578997°  
06/12/23 01:09 PM GMT +05:30

## 2. Counseling:

Mentors counsel allocates mentees in their academic and 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 indicate the positivity in them.



  
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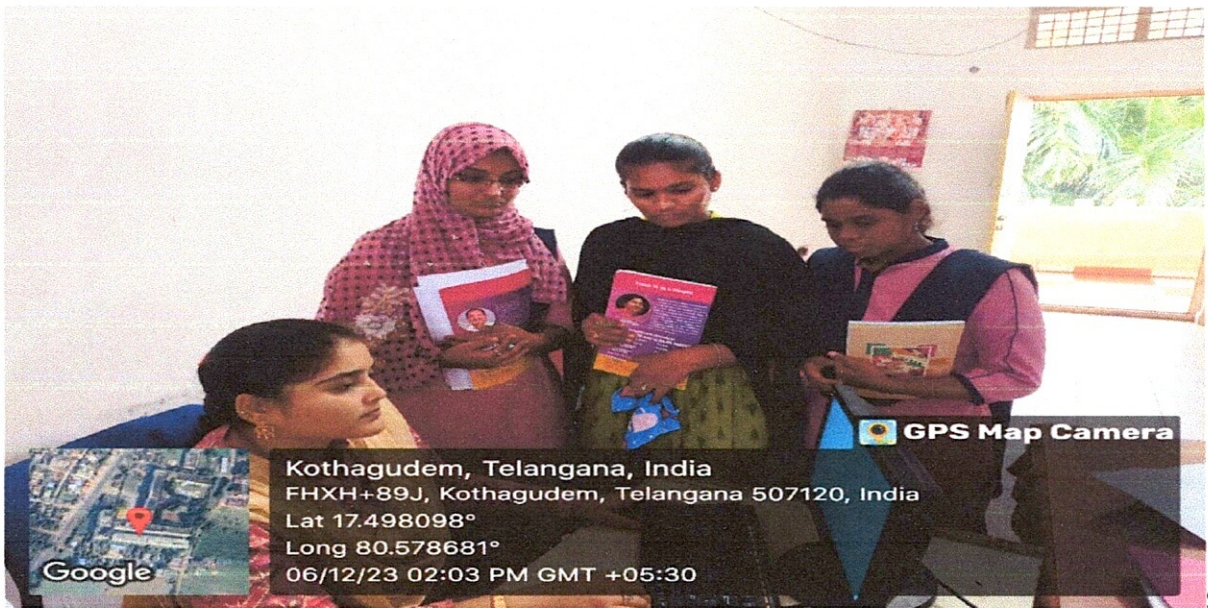
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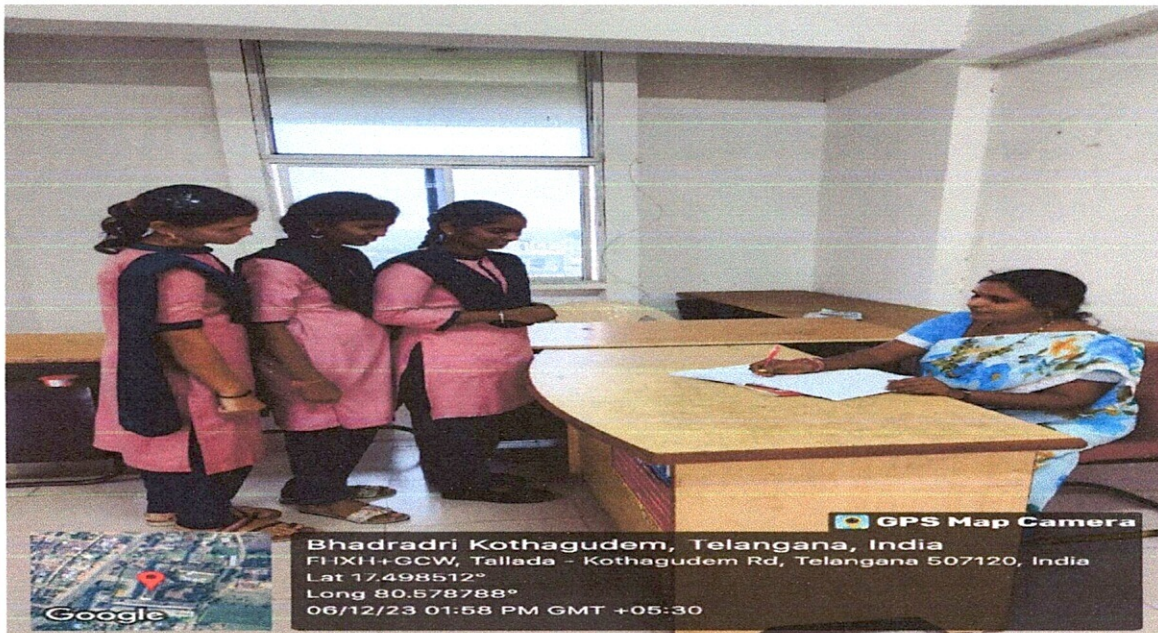
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Senior faculty Mrs.P. Shabana (H&S Dept) of AKITS She is counseling the students in the academics, stress related and student personal problems.



Senior faculty Mrs. D. VANI (Mechanical Dept ) of AKITS is counseling the mechanical students in the academics .



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### 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.



  
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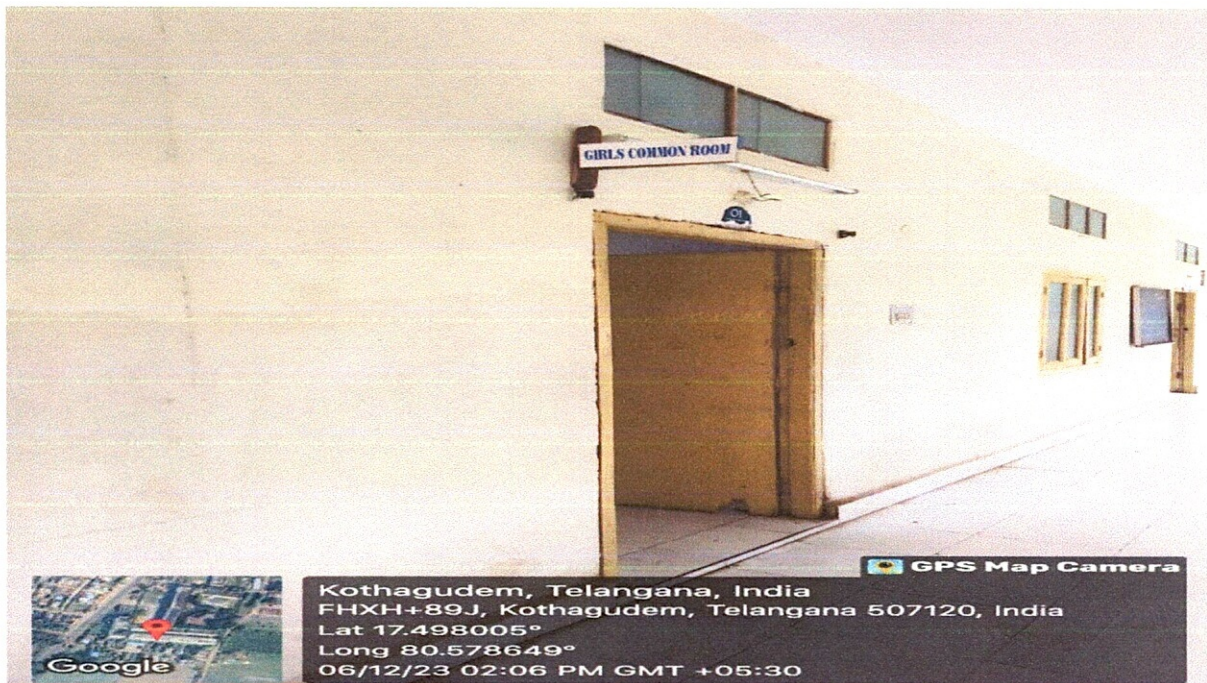
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A common room for Girls Students



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## Sanitary Napkin Wending Machine for Women



### 4. Day care Centre for young children:

Child care is one of the most effective ways that colleges can help their employees in completing their work without being worried about their child's welfare. Institution provides an on-campus care center which is much less affordable and high in quality. Over the years, Institution has maintained the day care with essential products and services. An In-charge looks after them and takes care of their needs.



  
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*[Signature]*  
PRINCIPAL  
ABDUL KALAM INSTITUTE  
OF TECHNOLOGICAL SCIENCES  
Vepalagadda, Bhadradri Kothagudem-507 120



Counselling Code: AKIT

Estd: 2007

JNTUH College Code: EK

# ABDUL KALAM INSTITUTE OF TECHNOLOGICAL SCIENCES

(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad, an ISO 9001: 2015, 14001:2015 Certified Institution)

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## 5. Any other relevant information:

### 5.1 Open and transport system:

Open and transport system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 38% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

### 5.2 AKITS rules and regulations:

AKITS Regulation & policy guidelines for admission, recruitment, administrative functioning & academic activities safeguard the interests of the students, faculty & staff without any difference 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 faculties, staff and students attend the programs on gender sensitization.

5.4 Active participation by female staff and student female faculty 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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AKITS 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 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> issue.



  
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