

AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, Regd. By Govt. of T.S & Affiliated to JNTUH, Hyderabad)

NAAC "B++" Accredited Institute

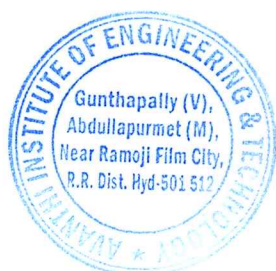
Gunthapally (V), Abdullapurmet(M), RR Dist, Near Ramoji Film City, Hyderabad -501512.

www.aietg.ac.in email: principal.avanathi@gmail.com

The IQAC has audited Gender Equality for the students, Teaching Staff, Curricular & Co-Curricular Activities for the academic year 2022-2023.

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The IQAC has audited Gender Equality for the students in the academic year 2022-2023 for the purpose of improvement of Female Student Enrollment in the institute.

S.No	Program	Program code	Total no.of student	No.of male Student	No.of female Student	No.of Trans gender	%of male Student	%of female Student	%of trans gender
1	B.Tech EEE	02	182	141	41	0	77	23	0
2	B.Tech MECH	03	117	101	16	0	86	14	0
3	B.Tech ECE	04	380	254	126	0	66	34	0
4	B.Tech CSE	05	674	467	207	0	69	31	0
5	B.Tech CSM	66	168	113	55	0	67	33	0
6	B.Tech CSD	67	136	97	39	0	71	29	0
7	M.Tech EEE PS	56	23	12	11	0	52	48	0
8	M.Tech ECE VLSI	72	28	14	14	0	50	50	0
9	M.Tech CSE	58	23	09	17	0	39	59	0
10	MBA	00	355	180	175	0	51	49	0
	Total		2086	1388	698	0	66	34	0

Description:

Avanathi Institute of Engineering and Technology (AIET) have evolved tools and guidelines for improving the enrollment of students in various branches in the undergraduate and post-graduate level of engineering and management. The purpose of the student audit is to give poise to the departments or programs to weigh up the student enrollment in the institute. Internal Quality Assurance Cell (IQAC) and Admission Cell strive continuously for the excellence and 100% admission of the students in the college.



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As per the G.O of TSEAMCET, the institute provides 33 1/3% of seats in favor of women candidates in each course. The men candidates attain their seats if women candidates are not available in the respective categories. The institute strives to meet the policy of the government by admitting women candidates in every branch. Both male and female candidates are given equal importance and enjoy their rights in the institute.

There is Women Grievance Cell (WGC), Women Redressal Cell (WRC), and Anti-Ragging Committee to take care of the problems faced by the female students if any and to support them in all menus. There is no record of any harassment or tugging as the institute has taken every measure to safe guard the freedom and rights of the women candidates. Hence the institute found that there has been gradual increase in the enrollment of women candidate since 2018 by meeting its goals.

The percentage of enrollment recorded for the female candidate is 34% whereas 66% of enrollment is recorded for the male candidate.

Action Plan:

1. The distance from AIET to Hyderabad is 2kms. Due to the distance the female students are facing difficulty to commute from their home to college. Hence the enrollment has decreased regarding this issue. The total enrollment for women candidate is 2 % less when compared to male candidate.
2. If the college could establish Women's Hostel in the campus there is a chance to improve the enrollment of women candidates.
3. The admission cell and the management have to strive hard for the enrollment of the female candidate into the B.Tech program.
4. The intake in M.Tech program is very less and efforts should be made to ensure a better intake in the program.



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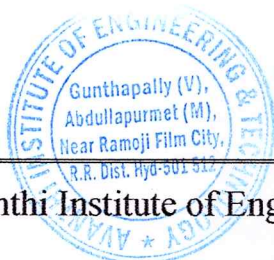
The IQAC has audited Gender Equality for the Teaching Staff for the academic year 2022-2023 for the improvement of Female Staff in the institute.

S. No	Department	Total staff	No. of male staff	No. of female staff	No. of trans gender	%of male staff	%of female staff	%of trans gender
1	EEE	14	10	04	0	71	29	0
2	MECH	09	08	01	0	89	11	0
3	ECE	33	21	12	0	64	36	0
4	CSE	35	20	15	0	57	43	0
5	CSD	06	04	02	0	67	33	0
6	CSM	06	04	02	0	67	33	0
7	H&S	16	11	05	0	69	31	0
8	MBA	19	13	06	0	68	32	0
	Total	138	91	47	0	66	34	0

Audit Description:

Avanathi Institute of Engineering and Technology recruits the Teaching staff based on the requirements in terms of curriculum, mix of qualifications and skills, experience, aptitudes, age, status, etc. Equal opportunities are given to both the male and female staff in the recruitment process and recruitment for women is also done based on the 33 1/3% reservation.

AIET sees that the Women Teaching faculty participate in all the programs related to their empowerment, health and success. The hard work and achievements of the faculties are recognized by the institute and special awards are also given to them based on Gender Champion Program.



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AIET undertakes programs for faculty members both in-house and outside the institute. These programs to support faculty development such as induction, in-service training, research and other scholarly activities are organized.

There has always been gender equality among the teaching and non-teaching staff. In-order to give importance to women without any discrimination or Gender bias, AIET has given specific roles for the women faculty such as CAD-CAM Program Coordinator for Mrs. ,

Mrs. U.Uma as Program Coordinator for CSE (AI& ML and DS), and Mrs. E.Prasanna as the Exam Cell Coordinator.

For the smooth running of the institute women were given to handle major responsibilities, as **Dr. M. Priyanka was made the General Secretary of AIET whereas Mrs. M. Gnaneshwari is the chairman of the Governing Body and also the President of Avanathi Educational Society.**

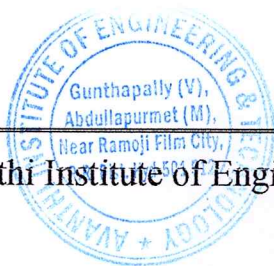
AIET also encourages the teaching staff members to have a high degree of professionalism, which involves gaining knowledge and experience from all possible sources. Thus, there have been many faculties who have been working for years by enjoying all the privileges given by the institute, and in return, contributing their best to the students.

AIET is providing free transportation for both genders in which there are specific seats allotted for women faculty. AIET is maintaining Gender Equality in all aspects such as respect for women and their priorities, equal pay and equal workload for both men and women.

The percentage of staff recruitment for the academic year 2022-2023 is 66% for male candidates and 34% percent for the female candidates. Hence, the institute has witnessed a gradual increase in the recruitment of women since 2018.

Action Plan:

1. There has been a shortfall in the recruitment of Women in the Non-Teaching category. In-order to uplift the women, the management must try to recruit more women in this category.
2. The management must try to recruit more number of women teaching staff in the Mechanical stream.
3. Women should be made to organize various social outreach programs in order to ensure they participation in events of social importance.




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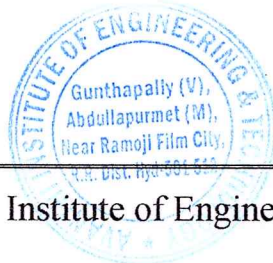
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4. AIET provides equal casual leaves for both men and women, but if the institute can provide 2 or 3 extra casual leaves for women due to Women Health issues, it would be beneficial for the women thereby increasing the recruitment of women faculty.
5. AIET provides 3 months paid maternity leave for the women faculty.
6. After the maternity leave, the institute could provide Child Care leave for women on Humanity grounds.

"If the institute maintains all the above aspects into consideration there will be an Increase in the recruitment of women faculty".




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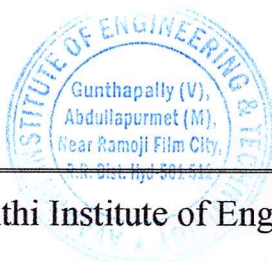
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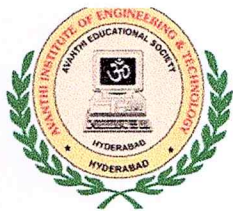
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IQAC has audited Gender Equality for the Curricular & Co-Curricular activities for the academic year 2022-2023

S.No	Activity	Total student participation	No. of female Student	No. of male Student	No. of trans Gender Student	% of female Student	% of male Student	% of trans Gender Student
1	Balance of gender equity	110	50	60	0	46	54	0
2	Awareness on human values and right of all	105	45	60	0	43	57	0
3	Breast cancer awareness	95	95	0	0	100	0	0
4	Gender Champions	130	60	70	0	46	54	0
5	Career Development Program	80	35	45	0	44	56	0
6	Cyber crime and social media awareness	300	125	175	0	42	58	0
7	Is gender a social and cultural, construct?	87	37	50	0	43	57	0
8	Women's hygiene and Sanitization	92	92	0	0	100	0	0
	Total student participation in all the activities	999	539	460	0	54	46	0




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Audit Description:

Avanthi Institute of Engineering and Technology (AIET) has taken initiative for improving the Gender Equality among the students and faculty from the under-graduate and post-graduate level of engineering and management. AIET has organized various awareness programs for the students

such as Importance of Gender Equality, Safety and security regarding Social Media ,Career Development, Human Rights, Gender Champions, Women Health & Hygiene and Breast Cancer awareness program.

The institute has always given priority to female students and women faculty involvement in various Curricular & Co-curricular activities such as NSS activities, Sports, Essay-Writing Competitions, Poster Presentations etc. conducted by the institute. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinions held, national or social origin, property, birth or other status. AIET has made efforts to build in leadership qualities among girl students by encouraging them to take an initiative in striving for the well-being of the adolescent girls.

Action Plan:

1. The management must make efforts to involve more women to participate in all the activities conducted by the institute to build confidence levels and bring sportive nature in them.
2. The management must promote to build a separate sports arena for female students in order to attract their attention and create an interest to participate.
3. 3.The Women Empowerment Cells have to empower women to become self-reliant and take charge in matters of their finances, health, social status and decision -making.



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