



**SRKR**  
**ENGINEERING COLLEGE**  
**AUTONOMOUS**



# **GENDER AUDIT**

**2016-21**

By

**WOMEN EMPOWERMENT CELL**  
**(WGRC & ASHC)**

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## PREFACE

Establishing a Gender Equal Society has garnered a global concern and of course, it has turned out to be the need of the hour. The discussions on women's emancipation and their rights have become the focal points of many worldwide formal and informal campaigns. When such awareness campaigns on gender issues increase, the women eventually become powerful to take spontaneous actions on oppressions and exploitations in the society.

The United Nations Entity for Gender Equality and the Empowerment of Women says "Equality between women and men refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development".

Gender equality is a fundamental human right that emerged as a powerful tool for yielding better health outcomes globally. The Empowerment of women as well as Gender Equality concerns women gaining power and control over their own lives. It involves raising awareness, building self-confidence, expanding the choices, increasing the access to self-employment and to get control over resources and actions, and to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. It does not refer to power over, or controlling forms of power, but rather to alternative forms of power - power to, power with and power from within which the focus is on utilizing the individual and collective strength to work towards common goals without coercion or domination.

The Report of Gender Audit is an attempt to study whether the college has good gender sensitivity and gender equality practices on the campus. It tries to see whether the college follows the government rules, policies and actions formulated for the betterment of women in the society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality and the women empowerment.

## INTRODUCTION TO THE INSTITUTION

Sagi Rama Krishnam Raju Engineering College, established in 1980, is one of the earliest self-financing Engineering Colleges in the state of Andhra Pradesh. Established with a noble cause to empower rural students through technical education, the institution today has evolved as one of the pioneering technical institutions in the country. Spreading over 30 acres of green land, the institution has set in state-of-the-art facilities for science and technology and created a conducive environment for inclusive and culturally responsive teaching-learning process. Alongside education and research, it established a history of work ethos that supports students in developing a creative, confident and logical approach to nation building, making them highly respectable graduates and opening doors to a wide range of exciting careers.

Sri S. Prasad Raju, the President of the institution, carries forward the vision of his father Late Sri Sagi Rama Krishnam Raju, a philanthropist, driving the institution on the academic path of excellence. Technological endeavours combine science, creativity and critical thinking to solve the significant challenges in the society. Engineering has always been a driver of innovation and change, and SRKR Engineering College takes pride in continuing this legacy with excellent thinkers and ideas.

With 42 years of collaborative efforts, the institution constantly strives to foster the next generation engineers, entrepreneurs, industrialists, researchers, academicians and leaders, and continues to render services to the nation and the world at large with its alumni holding highly prestigious positions and making substantial contribution. The college follows the code of conduct to foster and protect the core vision, mission and values of the college. It facilitates equal opportunities for all genders and adheres to maintain the gender equity among the students and staff.

The Women Empowerment Cell of SRKREC is committed towards the practice of the ideals of gender equity, human dignity and the rights of human beings. WEC constitutes two internal committees, viz., Women Grievance

Redressal Committee (WGRC) and Anti Sexual Harassment Committee (ASHC) to promote the gender amity among the students and staff. The role and responsibility of WEC is to enhance the awareness of gender sensitization and to create an atmosphere free from any form of ragging, sexual discrimination and sexual harassment. WEC organizes various activities to create awareness on safety and security, self-defense, gender sensitivity and health to ensure a healthy and secure environment to the students and the faculty. Counseling is provided to encourage the students for early reporting of any issues/ complaint/ grievance of anything that comes into the purview of the college.

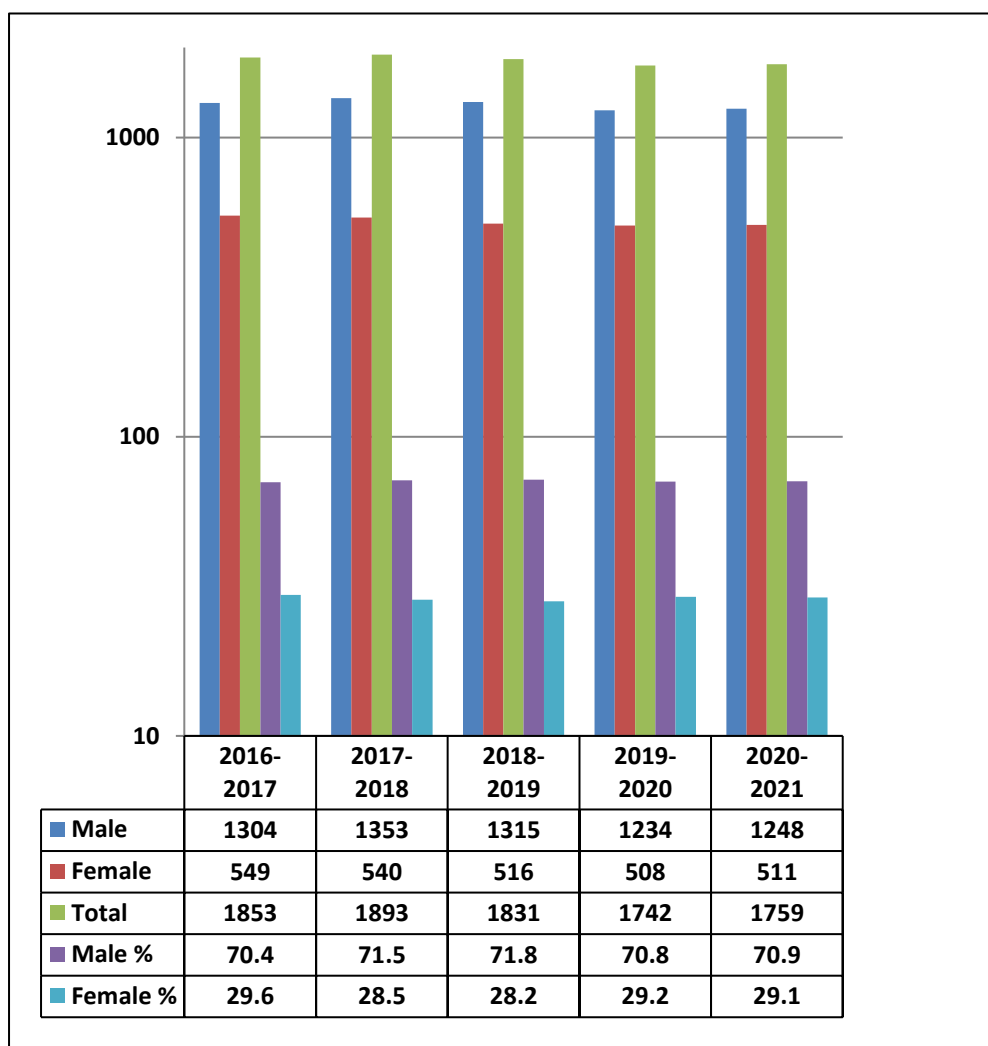
## **2. GENDER POLICY**

- The Gender Policy seeks to transform the gender roles by highlighting the importance of engaging both the boys and girls in care giving and respecting one another to promote positive healthy environment for both themselves and their families.
- There shall not be any kind of discrimination/harassment based on Gender.
- The institution shall provide equal opportunity for all genders.
- All genders can express their free and fair opinions.
- There must be an accessible, active, unbiased and confidential grievance redressal committee and internal complaints committee.
- The institute shall arrange awareness programs and effective measures for the safety and security of all the genders.

### 3. GENDER AUDIT – OBJECTIVES

- To establish gender balance in the institution.
- To find out the areas where gender imbalance exists and the factors behind it.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college community.
- To prevent ragging and sexual harassment in the college.
- To create the road map for Gender Action.

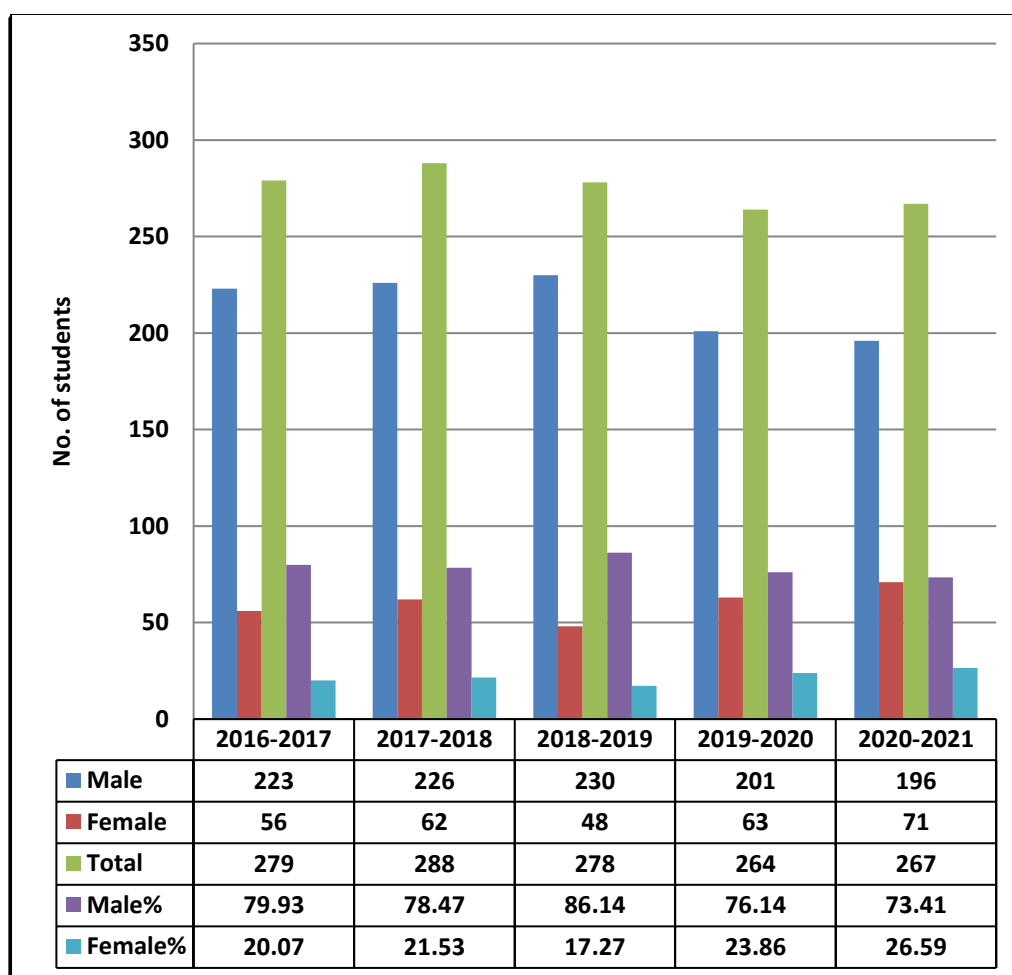
### 4. COLLEGE-WISE STUDENTS' GENDER RATIO



Since the establishment, SRKR Engineering College is committed with a noble cause to empower the girls/women for their wellbeing. Keeping this objective in mind, every year the college has prioritized and sustained the admission of female students. This is evidenced in the current composition of students who enrolled for different programs in the college from the AY 2016 to the AY 2021.

## 5. PROGRAM - WISE STUDENTS' GENDER RATIO AT UG LEVEL

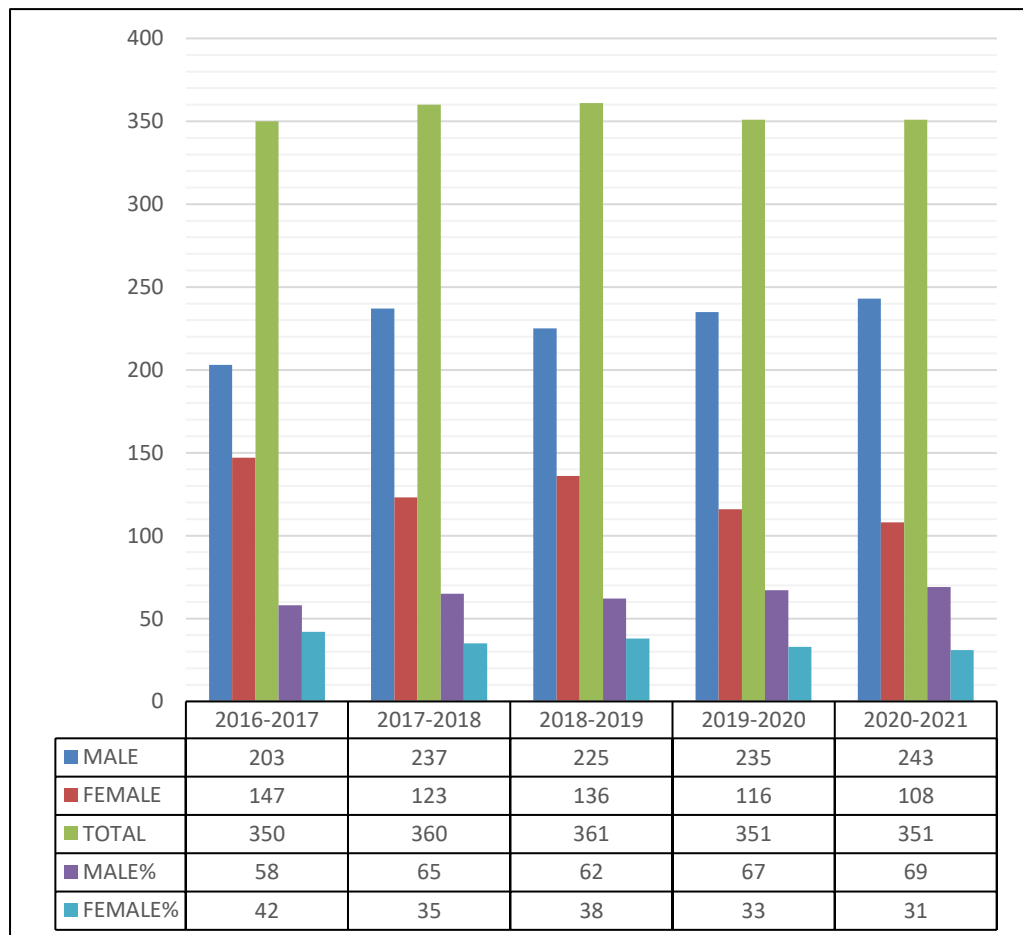
### CIVIL ENGINEERING





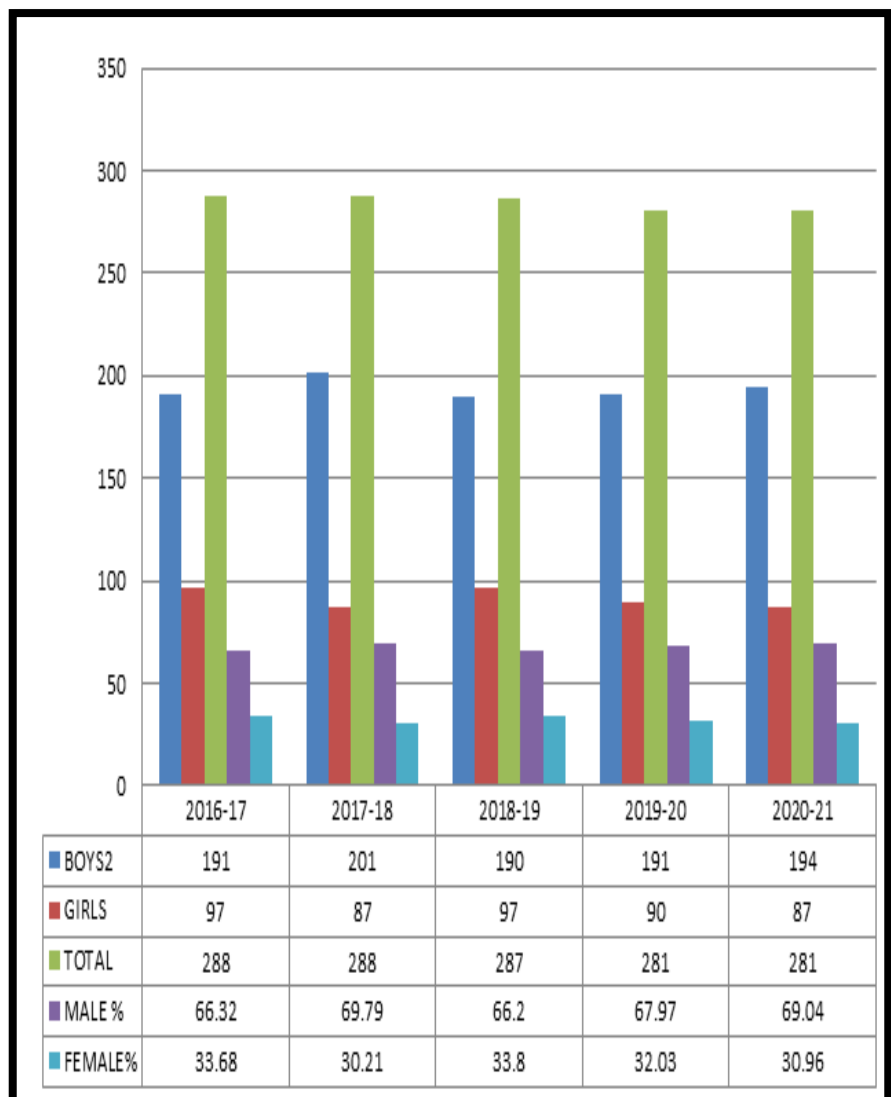
This data and graph is about the percentage of students' gender strength in the Dept. of Civil Engineering. The boys' admission percentage is 79.93% for the AY 2016-2017. But for AY 2017-2018, it is declined to 78.47%. In the AY 2018-19, boys' admission is increased to 86.14%. For the AYs 2019-20 and 2020-21, admission percentages declined as 76.14% and 73.41%. The girls' admission percentage is 20.07 for the AY 2016-17. It is increased by 1.46% in the AY 2017-18 with reference to 2016-17. But in 2018-19, the admissions are declined by 4.26% with respect to AY 2017-18. Again in the AYs 2019-20 and 2020-21, the girls' admission percentage is appreciably increased as 23.86 and 26.59.

### COMPUTER SCIENCE & ENGINEERING



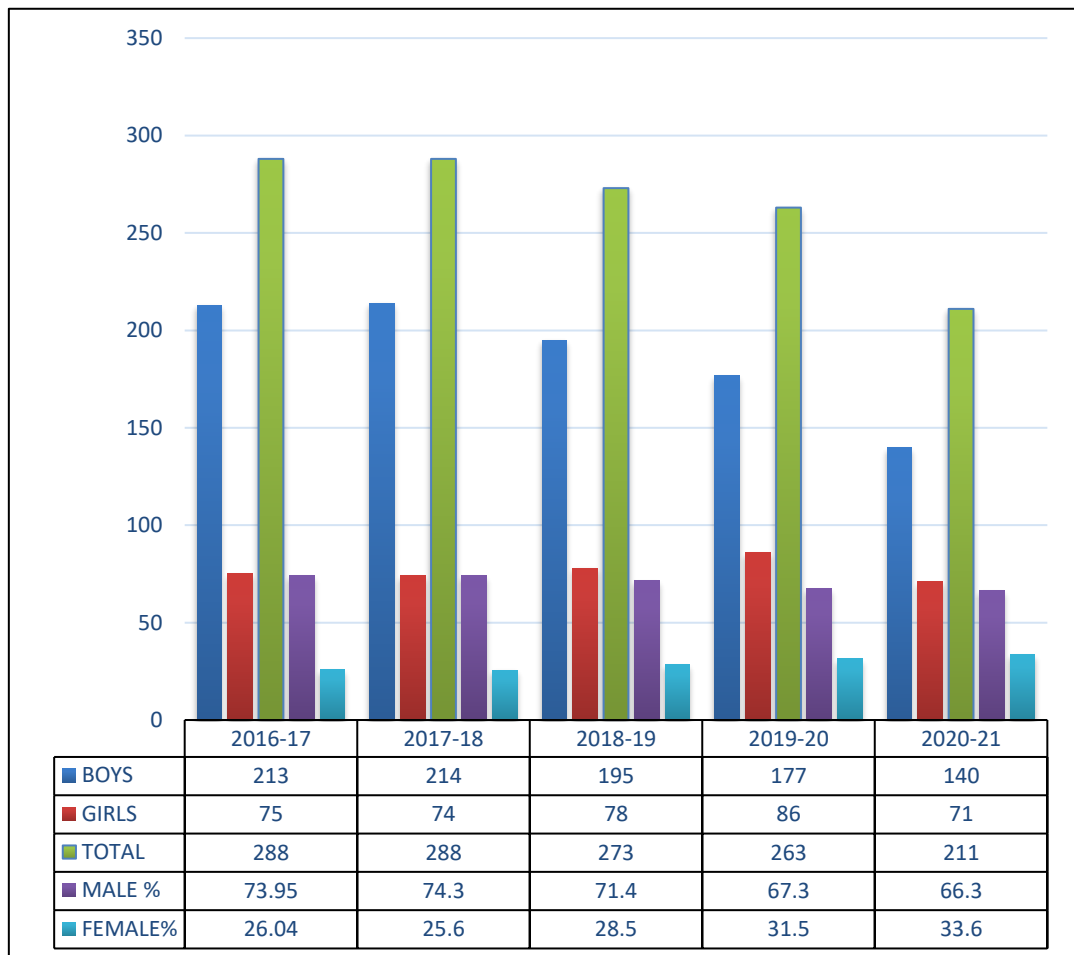
The above graph and table shows the year-wise composition of the students' gender ratio of the Dept. of Computer Science Engineering from the AY 2016-2017 to the AY 2020-2021. Total number of students is approximately the same for all the academic years. Comparatively more female students have joined in the academic year 2016-2017. Almost in every academic year, the total strength of the female students is nearly 40%.

### **ELECTRONICS & COMMUNICATION ENGINEERING**



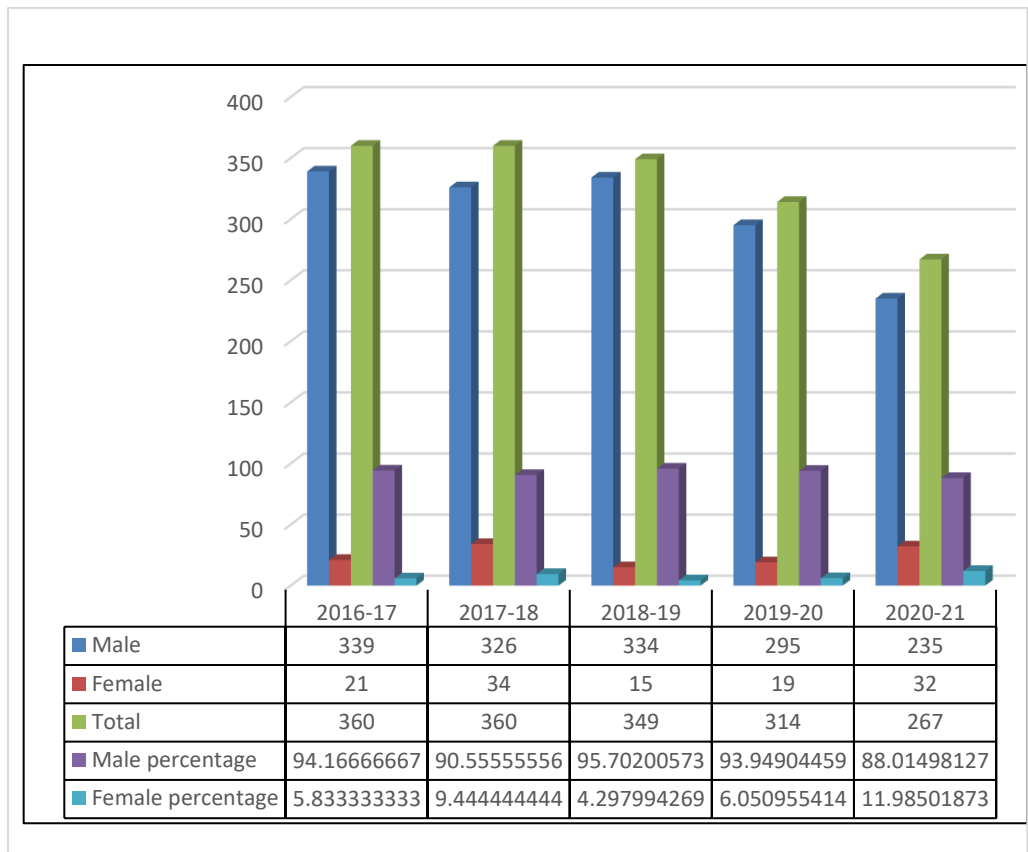
This data and graph show the gender data of students admitted into the ECE department for the last five years. The total number of the students admitted for the program is approximately the same. The boys' admission percentage is 66.32% for the AY 2016-2017, and the girls' admission percentage is 33.68 for the AY 2016-17 and the same is approximately maintained further years. The gender ratio for both the boys and girls is well sustained for all the previous academic years.

### **ELECTRICAL & ELECTRONICS ENGINEERING**



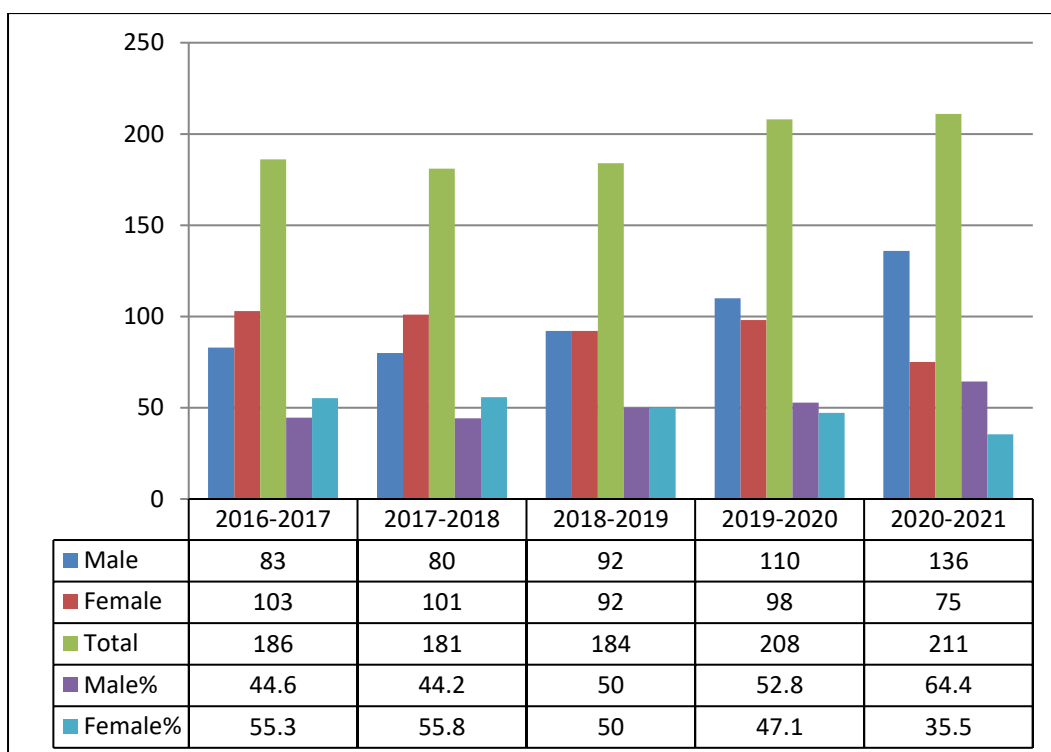
This data and graph show the gender-wise student composition of the department of EEE for the last five years. For the AY 2016-2017, the boys' admission percentage is 73.95% and for the AY 2020-21, it is decreased to 66.3%. And the girls' admission percentage for the AY 2016-17 is 26.04% and it is 33.6% for the AY 2020-21. There is a gradual increase in the girls' enrollment from one Academic Year to the next Academic Year. A visible increase in girls' percentage can be noticed in the subsequent academic years.

### MECHANICAL ENGINEERING



The table and graph shows the year-wise students' gender ratio of the Dept. of Mechanical Engineering. Here, the total number of students is increased gradually in the subsequent years. But the number of the female students is fluctuating from one AY to another AY. When compared to the male students, female students are very few in number. In 2019-20, there is an increase in the female students' percentage. From the above data, it can be said that, the number of male students is more than the number of female students in the stream of Mechanical Engineering.

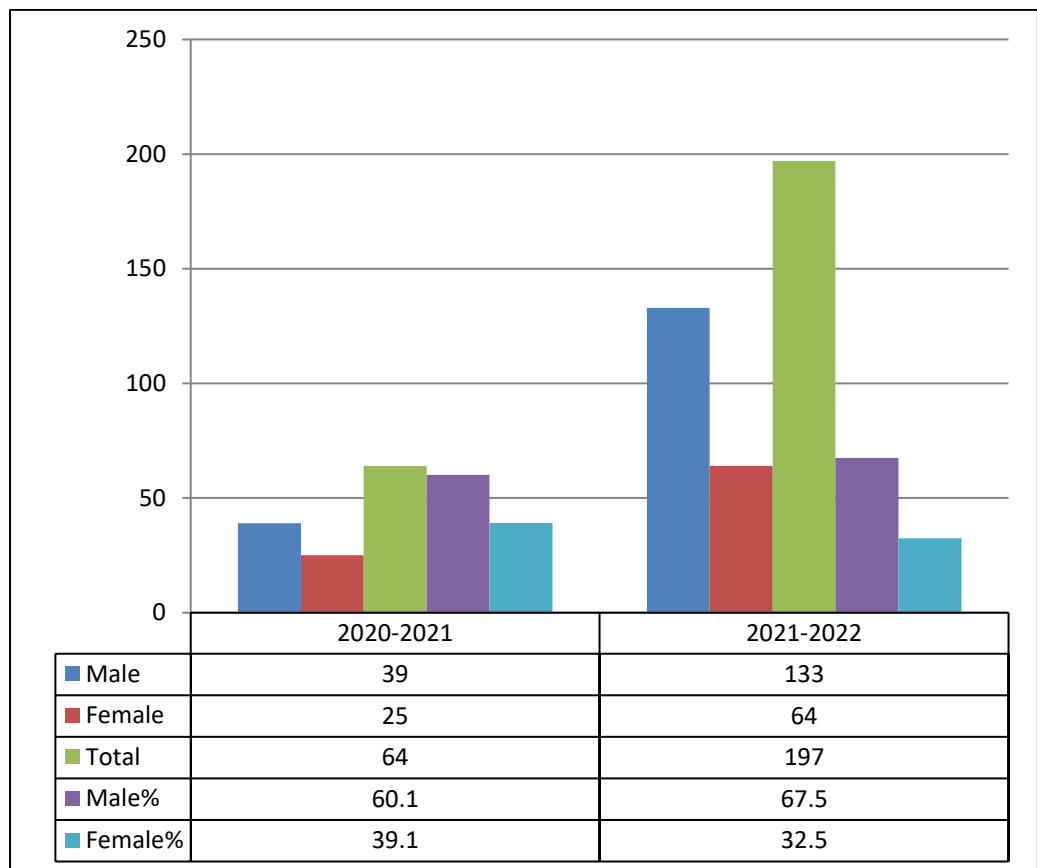
### INFORMATION TECHNOLOGY



The above table and graph shows the year-wise students' gender ratio of the Dept. of Information Technology. The boys' admission percentage for the AY 2016-17 is 44.6% and for the AY 2020-21, it is 64.4%. There is a gradual increase in the boys' enrollment to the program. Whereas the girls' admission

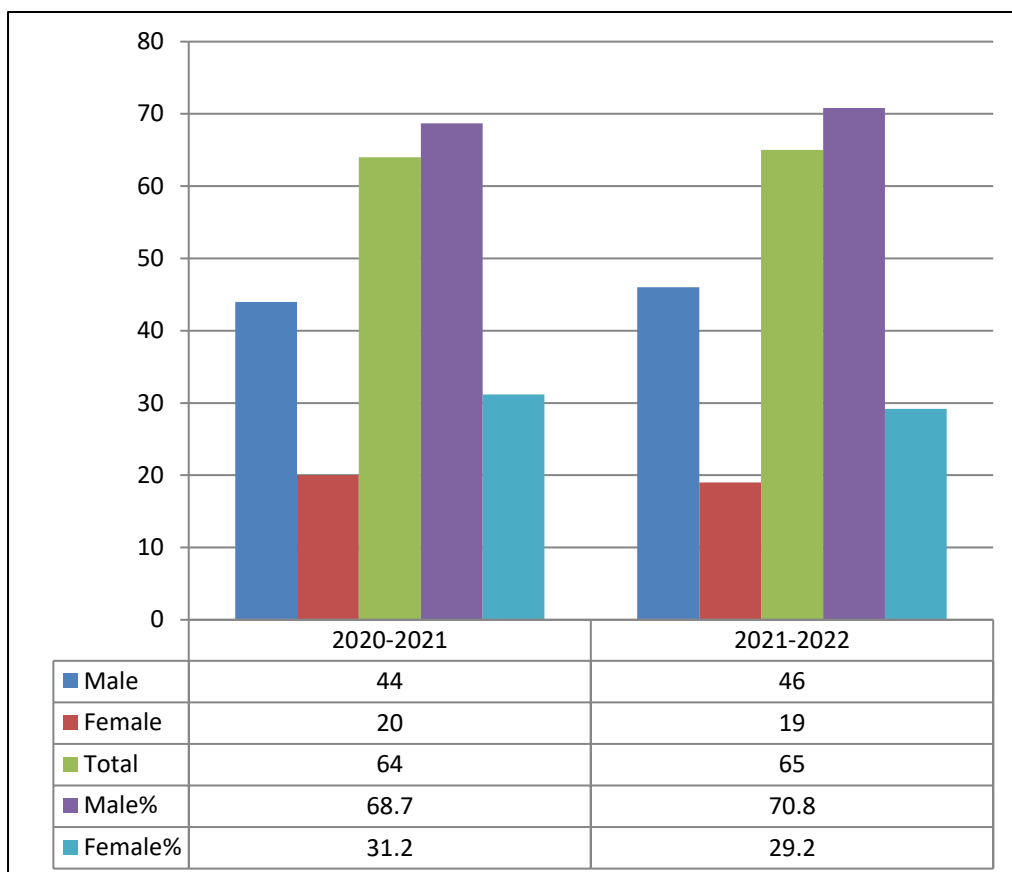
percentage for the AY 2016-17 is 55.3% and for the AY 2020-21, it is 35.5% only. The percentage of the admission of the girls is sustained for the AY 2016-17 and the AY 2017-18 and later it is gradually decreased to 35.5%.

### ARTIFICIAL INTELLIGENCE AND DATA SCIENCE (AI & DS)



This data and graph is about the gender ratio of the students in the stream of Artificial Intelligence and Data Science for the AY 2020-2021 and the AY 2021-22. For the AY 2020-21, the boys' admission percentage is 60.01% and the girls are 39.1%. For the AY 2021-22, the boys' admission percentage is 67.5% and the girls' is 32.5%. There is a slight decrease in the admission of girls.

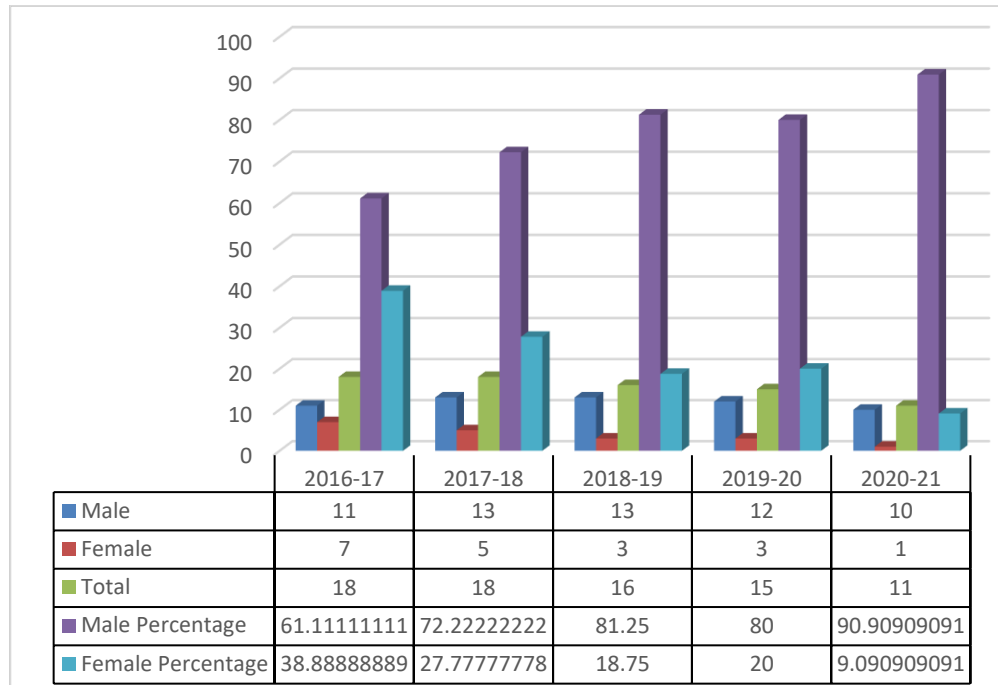
## COMPUTER SCIENCE AND BUSINESS SYSTEM (CSBS)



This data and graph is about the gender strength of the students in Computer Science and Business System (CSBS) for the academic years 2020-2021 and 2021-22. The boys' admission percentage is 68.7% and girls' is 31.2%. For the AY, 2021-22, the boys' admission percentage is 70.8% and the girls' is 29.2%. The girls' percentage has slightly decreased compared to the previous year.

## 6. PROGRAM - WISE STUDENTS' GENDER RATIO AT PG LEVEL

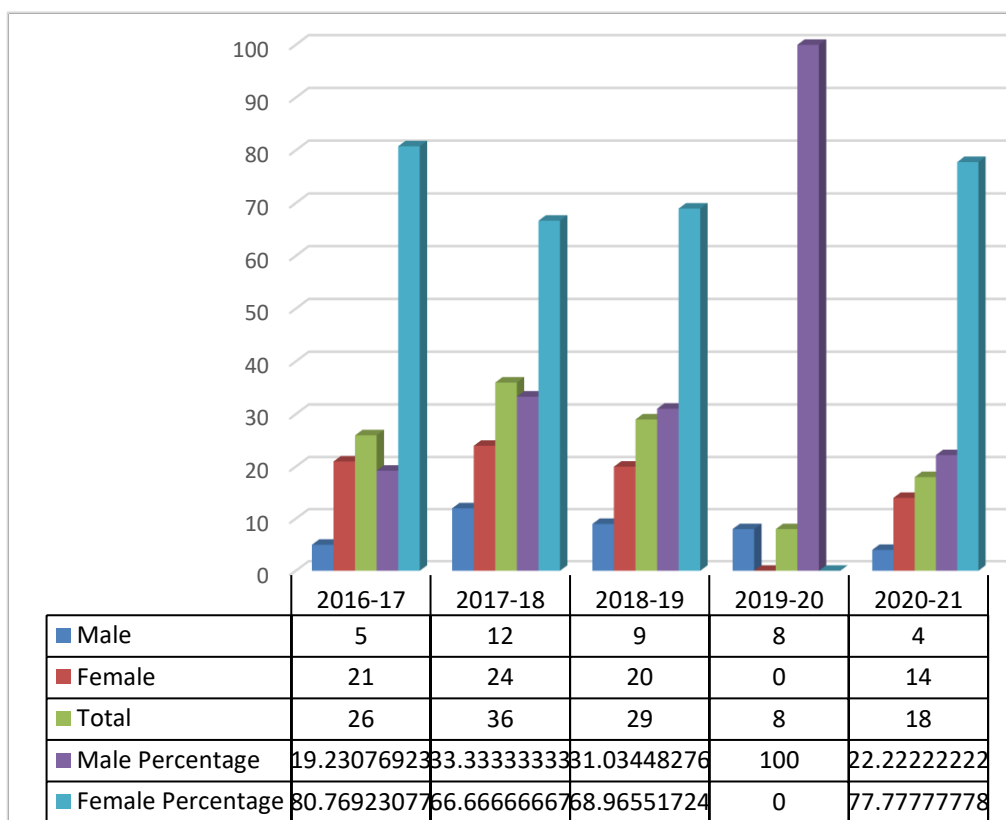
### STRUCTURAL ENGINEERING



This data and graph is about the gender strength of the students of program Structural Engineering at M.Tech level for the academic years 2016-2017 and 2020-21. The boys' admission percentage for the AY 2016-17 is 61.11% and girls' is 38.88%. For the AY, 2020-21, the boys' admission percentage is 90.9% and the girls' is 9.09%. The boys' percentage is gradually increasing while the girls' percentage is gradually decreasing.

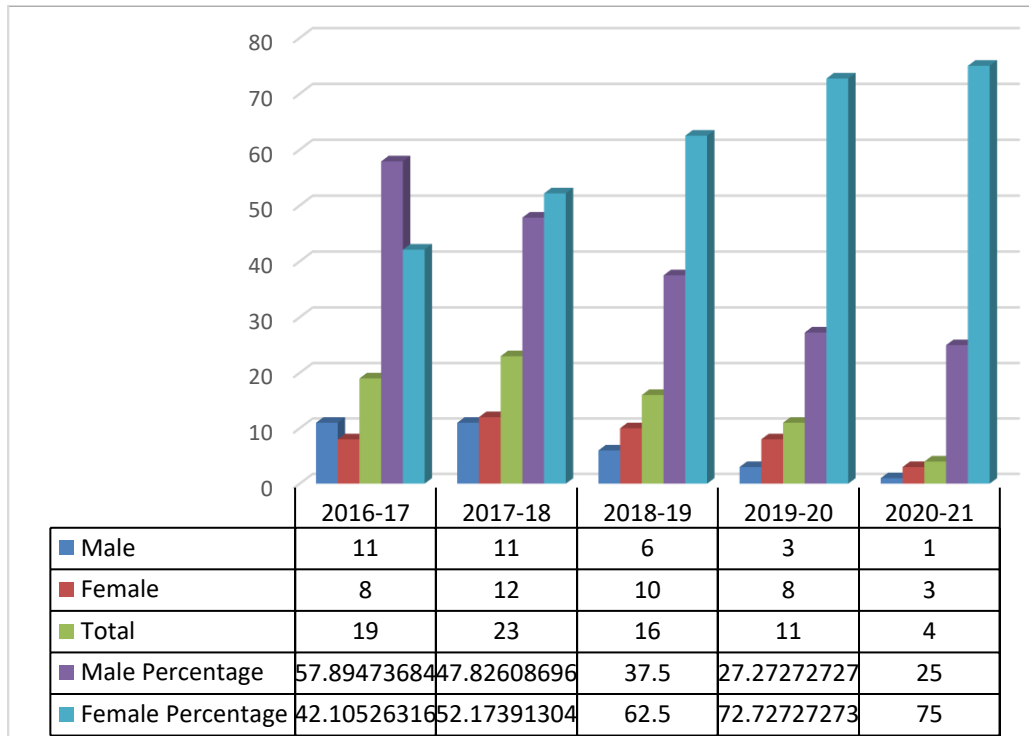


## COMPUTER SCIENCE AND TECHNOLOGY



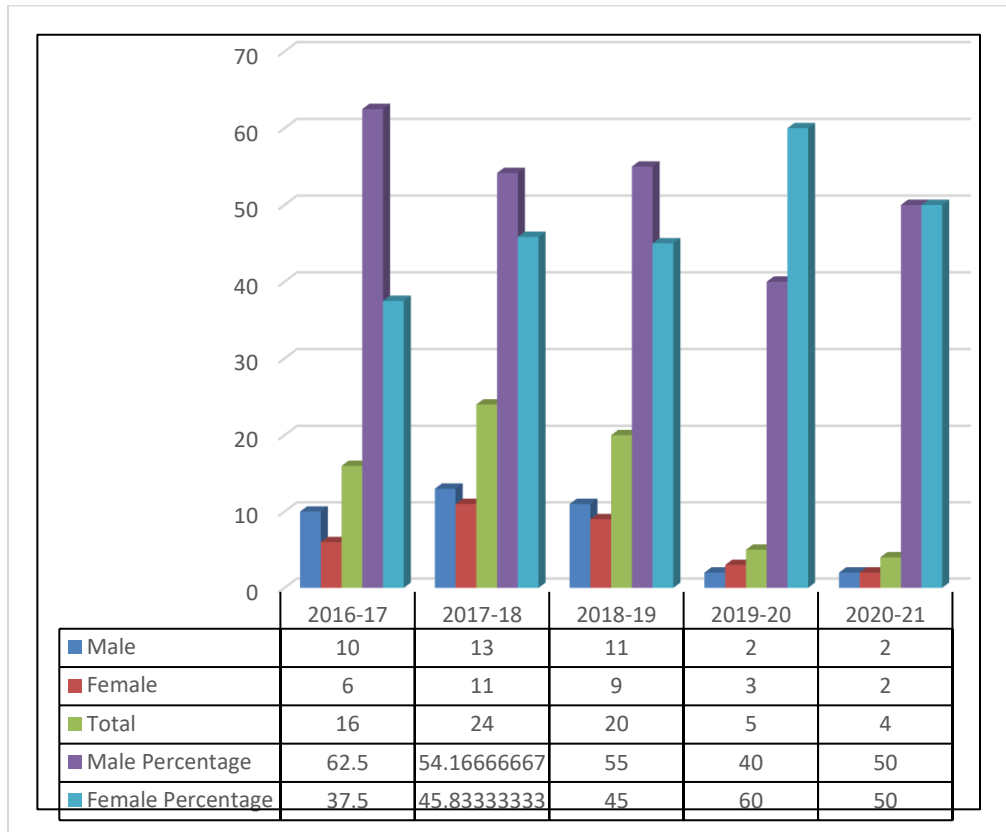
The above table and graph shows the year-wise students' gender ratio of the students of the program Computer Science and Technology at M. Tech level for the academic years 2016-2017 and 2020-21. There is a gradual increase in the boys' enrollment to the program for the AY 2016-17 to the AY 2017-18. Whereas, the girls' admission percentage from the AY 2016-17 to the AY 2018-19 is sustained. In the AY 2019-20, there are no girls' admissions and for the AY 2020-21, it is increased to 77.7%.

## COMMUNICATION SYSTEMS



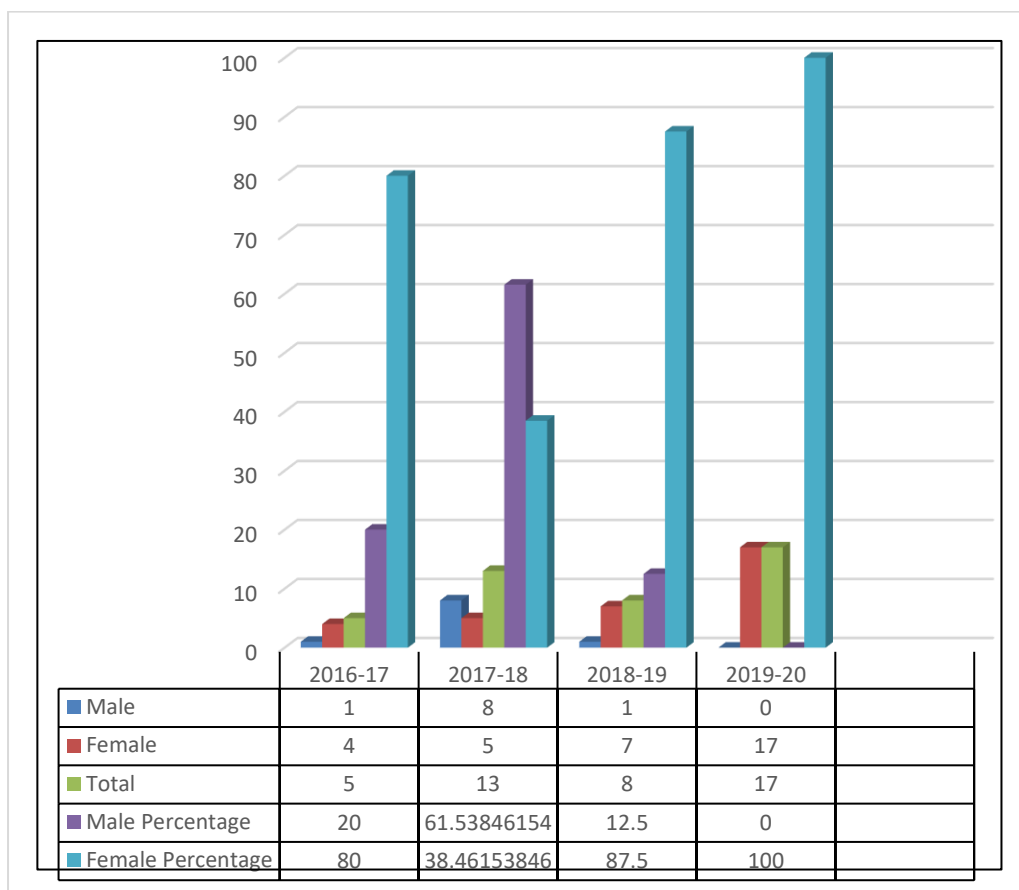
The above table and graph shows the year-wise students' gender ratio of the program Communication Systems at M. Tech level. The boys' admission percentage for the AY 2016-17 is 57.8% and for the AY 2020-21, it is 25.0%. There is a gradual decrease in the boys' enrollment to the program. Whereas the girls' admission percentage for the AY 2016-17 is 42.1% and for the AY 2020-21, it is 75%. The percentage of the admission of girls has gradually increased over the years.

## POWER SYSTEMS AND AUTOMATION



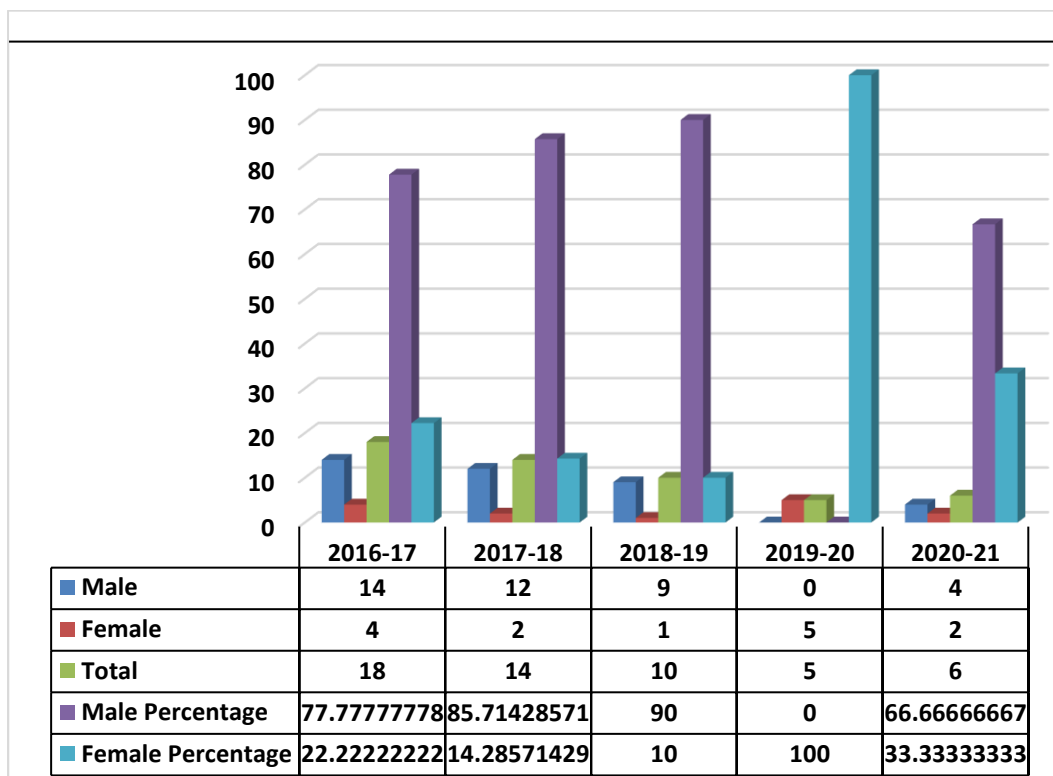
The above table and graph shows the year-wise students' gender ratio of the program Power Systems and Automation at M.Tech level. The boys' admission percentage for the AY 2016-17 is 62.5% and for the AY 2020-21, it is 50.0%. There is a decrease in the boys' enrollment to the program. Whereas the girls' admission percentage for the AY 2016-17 is 37.5% and for the AY 2020-21, it is 50%. The percentage of the admission of girls has gradually increased over the years.

## INFORMATION TECHNOLOGY



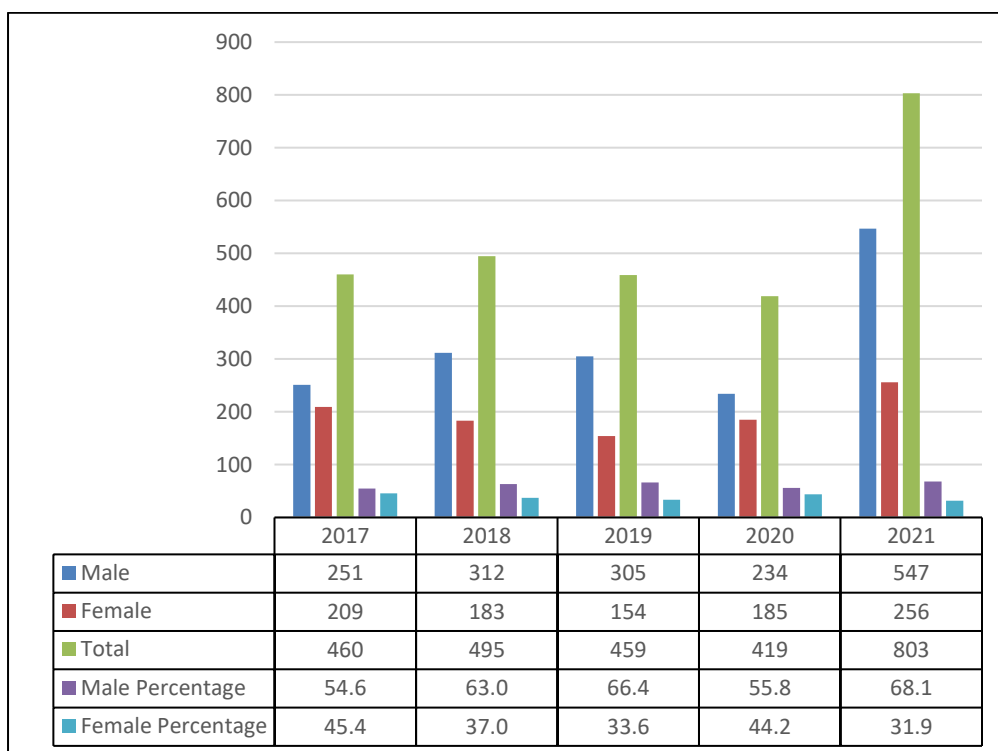
The above table and graph shows the year-wise students' gender ratio of the program Information Technology at M.Tech level. The boys' admission percentage for the AY 2016-17 is 20.0% and for the AY 2018-19, the admissions are decreased to 12.5%. There is a gradual decrease in the boys' enrollment to the program. Whereas the girls' admission percentage for the AY 2016-17 is 80.0% and for the AY 2019-20, it is 100%. The percentage of the admission of the girls has gradually increased over the years.

## CAD CAM



The above table and graph shows the year-wise students' gender ratio of the program CAD CAM at M.Tech level. The boys' admission percentage for the AY 2016-17 is 77.7% and for the AY 2020-21, it is decreased to 66.66%. There is a gradual increase in the boys' enrollment to the program from the AY 2016-17 to the AY 2018-19. And the girls' admission percentage for the AY 2016-17 is 22.2% and for the AY 2020-21, it is 33.3%. The percentage of the admission of girls has gradually increased.

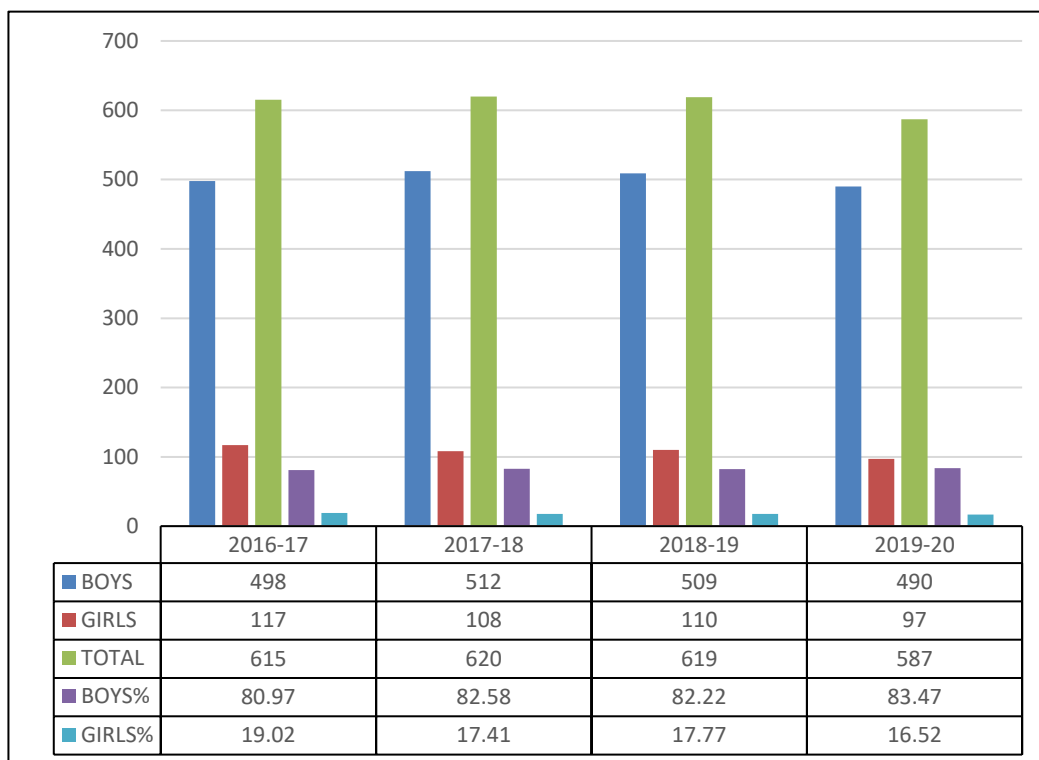
## 7. STUDENTS' GENDER RATIO IN PLACEMENTS (2017-21)



The above graph represents the students' gender ratio in placements from the AY 2017 to the AY 2021. In the AY 2016-17, the percentage of boys' placed was 54.6 and the girls' placed was 45.4%. For the next two subsequent academic years, the placement ratio of the girls is gradually decreased and for the AY 2019-20, the girls' placed percentage is increased up to the mark. And for the AY 2020-21, the percentage of the girls' placed is decreased when compared to the percentage of the boys placed in the same academic year. Hence, the girls are to be trained for the betterment of their career prospects.

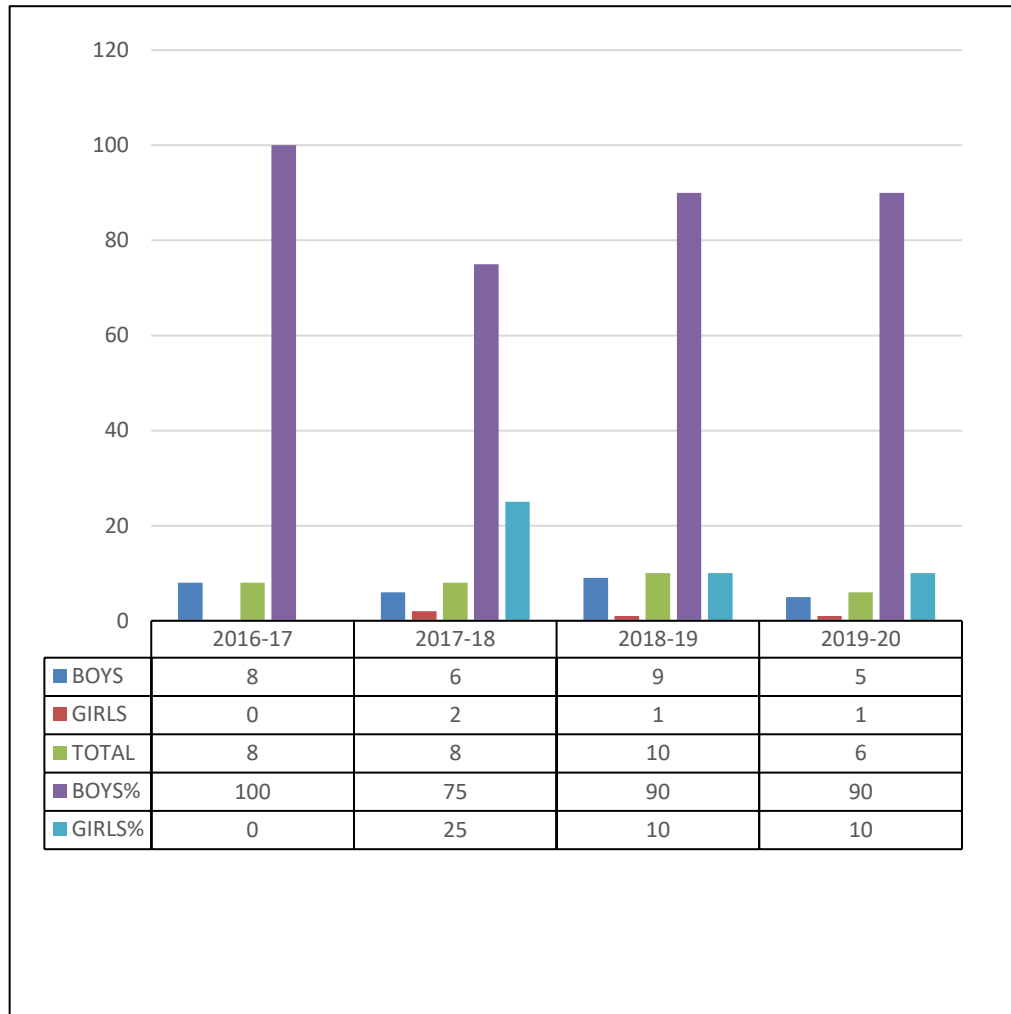
## 8. STUDENTS' GENDER RATIO IN SPORTS

### INTER-INSTITUTIONAL PARTICIPATION IN SPORTS



This data and graph shows the gender data of student participation in various games and sports conducted by the institution for the last five years. The percentage of boys' participation for the AY 2016-2017 is 80.97% and this percentage is increased to the AY 2019-20. The percentage of girls' participation for the AY 2016-17 is 19.02% and there is a slight decrease in the percentage of girls' participation in the subsequent academic years. Participation for the year 2020-21 is not shown because no sport events are conducted because of the covid-19 pandemic.

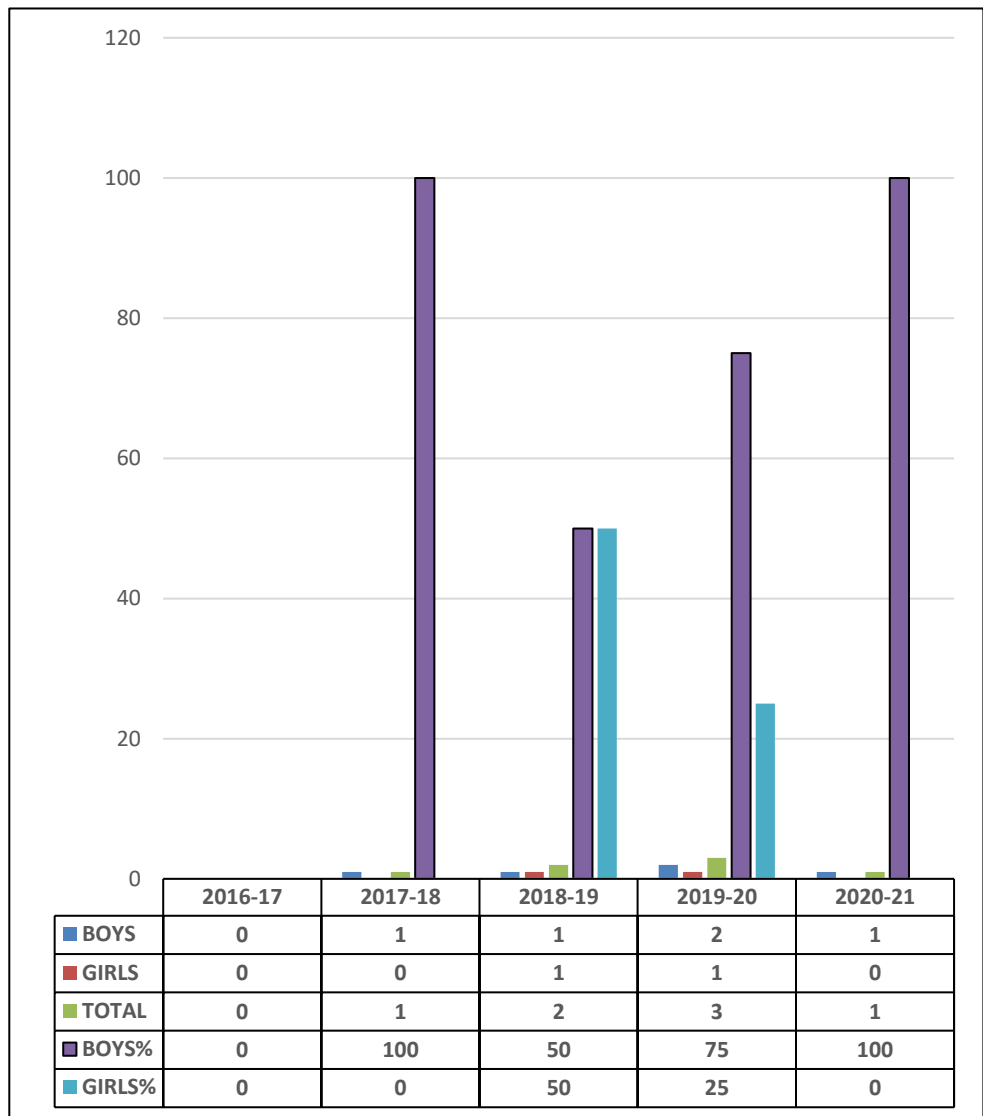
## UNIVERSITY LEVEL PARTICIPATION IN SPORTS



This data and graphs show the gender data of student participation in various games and sports at university level for the last five years. At university level the participation of boys in various sport events is more than girls.

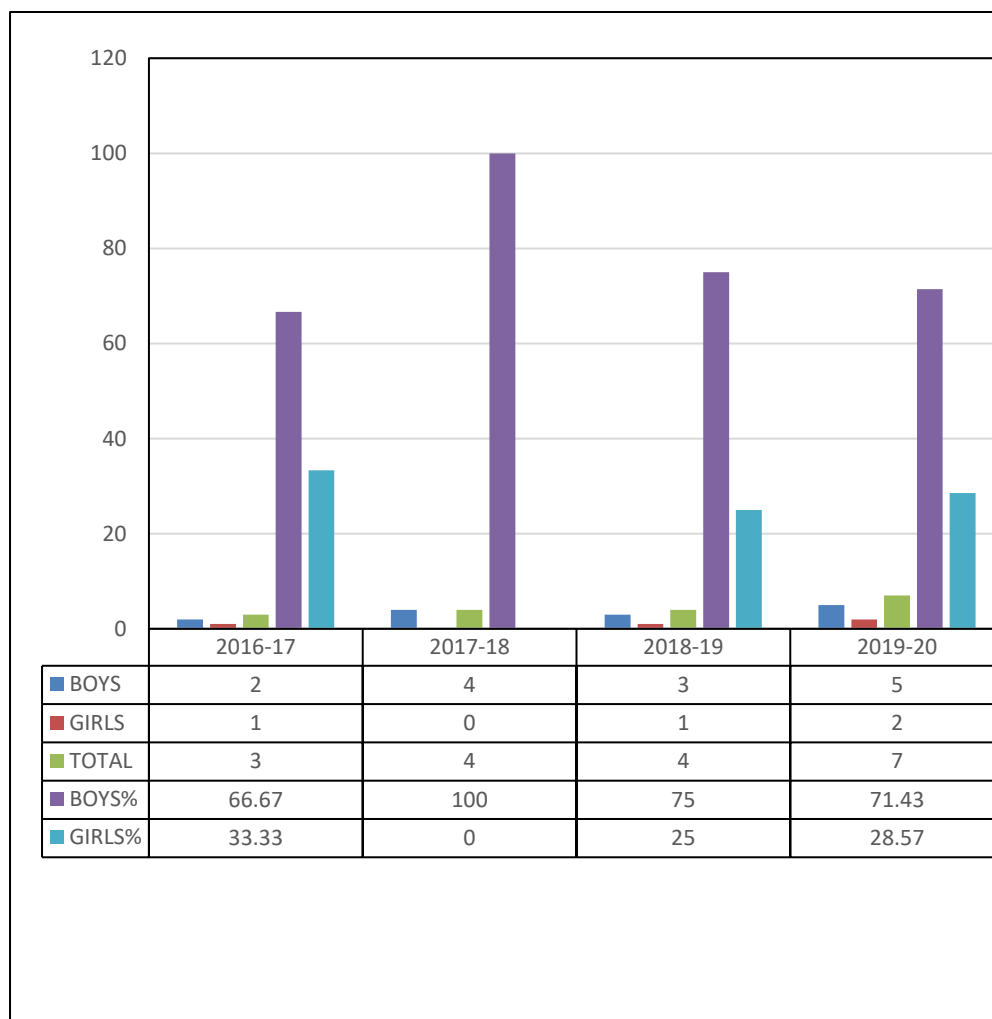


## STATE LEVEL PARTICIPATION IN SPORTS



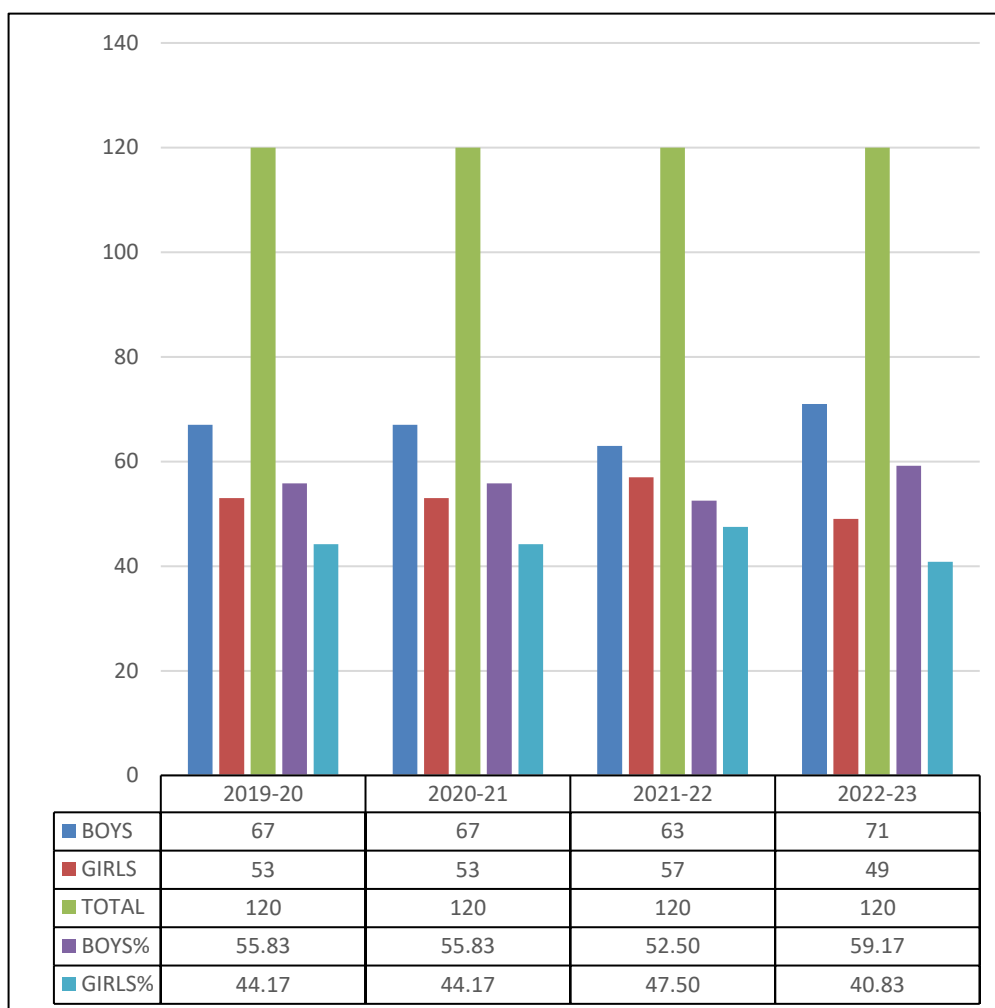
This data and graphs show the gender data of student participation in various games and sports at state level for the last five years. At state level the participation of boys in various sport events is more than girls.

## NATIONAL LEVEL PARTICIPATION IN SPORTS



This data and graph shows the gender data of the student participation in various games and sports at national level for the last five years. At national level the participation of boys in various sport events is more than girls.

## 9. STUDENTS' GENDER RATIO IN NSS ACTIVITIES



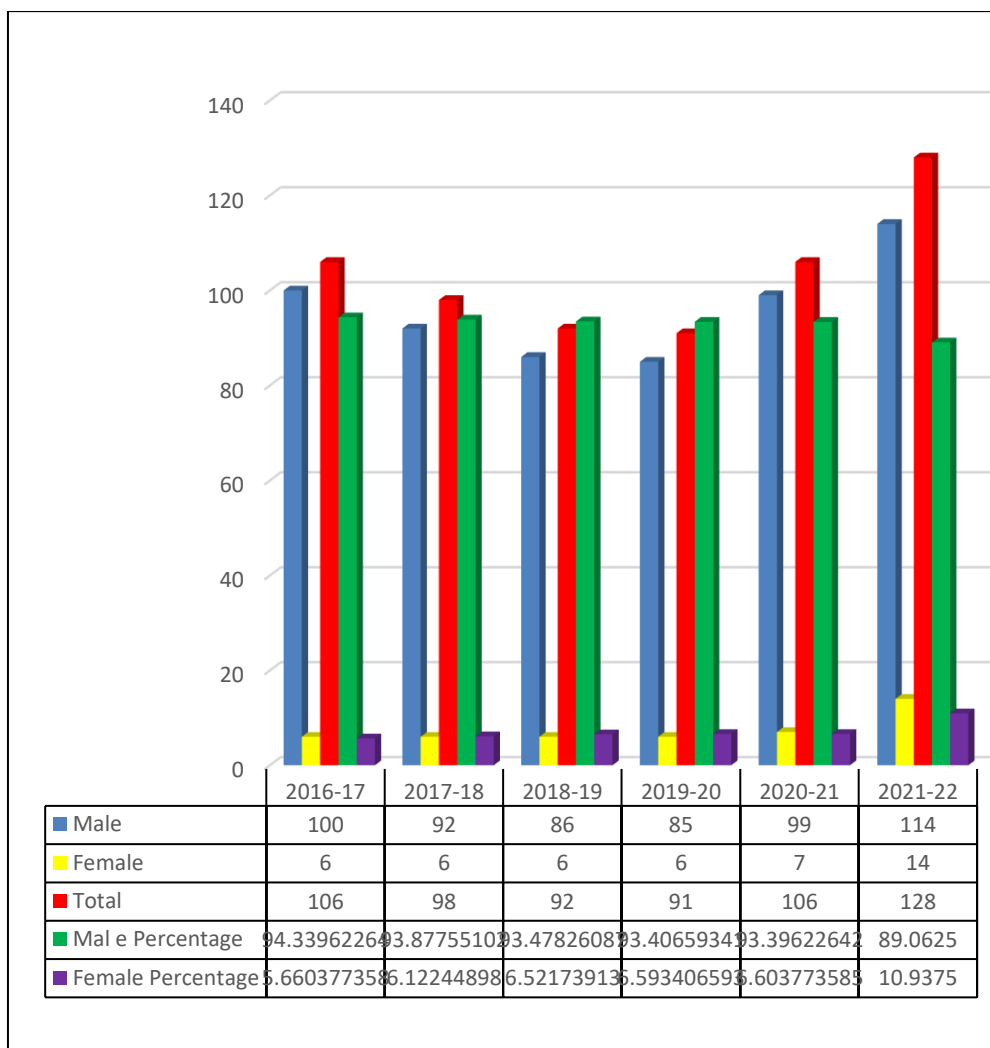
This data and graph shows the gender data of NSS volunteers from 2019-20 to 2022-23. This graph depicts that the girl students are at par with the boys and are actively involved in the NSS unit of the institution to make all the events conducted by the unit to be successful.

## 9. COLLEGE-WISE GENDER RATIO IN TEACHING STAFF



The table and graph shows the year-wise teaching staff details of the college with respect to the gender. Male teachers' percentage is more than female's percentage in all the academic years. The number of female teaching staff is gradually increasing in the subsequent years.

## 10. COLLEGE-WISE GENDER RATIO IN NON - TEACHING STAFF



The table and graph shows the year-wise non-teaching staff details of the college with respect to the gender. The above graph represents that there is a significant increase in the female non-teaching staff from the AY 2016-17 to the AY 2020-21.

## 12. LIST OF ACTIVITIES (2016-21)

S. No	Year	Title of the program	Date and duration	No. of participants
			(from-to)	
1	2016-17	National Women Teacher's Day	3/1/2017	66
2	2016-17	ETV Channel - ADALLA MAJAKA	20.01.2017	
3	2016-17	National women parliament-2017	10/02/2017 to 12/02/2017	14
4	2016-17	A Drive exclusively for final year girl students by SAP	8/3/2017	96
	2016-17	International Women's Day 2017	8/3/2017	106
5	2017-18	Women rock IT-CISCO	16/11/2017	20
6	2017-18	National Commission for women – Legal rights exam	24.11.2017	301
7	2017-18	A lecture on “Welfare of the institution-gender sensitization” delivered by Mrs Madhuri Sahasrabudhe to women faculty and wives of Male faculty in SRKR Engg. College	27/01/2018	58
8	2017-18	International Women Day 2018 celebrations:	08.03.2018	110
9	2018-19	Laws made tough to protect women says Deputy Superintendent of Police, West Godavari dist.	14/08/2018	108
10	2018-19	Legal Rights Exam on the topic “legal rights in Promoting Gender Safeguard and Gender related issues “	6/2/2019	194
11	2018-19	Elocution Competition on the topic ‘The need of Gender Sensitization at the workplace’	7/3/2019	22
12	2018-19	International Women's Day 2019	8/3/2019	69
13	2019-20	DISHA - Students organized a rally protesting the DISHA incident	2/12/2019	53
14	2019-20	Group Discussion on Gender Issues and Sensitization	3/1/2020	31
15	2019-20	National Girl Child Day	24/01/2020	
16	2019-20	Legal Rights Exam on the topic “legal rights in Promoting Gender Safeguard and Gender related issues “	18/02/2020	152

17	2019-20	International Women's day 2020	8/3/2020	144
18	2020-21	'Mahila Chaitanya Deepthi -An awareness Program on Women Safety and Preventive Measures' initiated by Govt. officials of Bhimavaram II-town police station	30/12/2020	60
19	2020-21	Legal Rights Exam on the topic "legal rights in Promoting Gender Safeguard and Gender related issues "	10/2/2021	187
20	2020-21	International Women's Day 2021	8/3/2021	150
21	2020-21	An Open discussion on "Gender sensitization & Women security"	19/06/2021	76
22	2020-21	An Open discussion on "Raise your voice for equal opportunity" .	24/06/2021	80
23	2020-21	An Open discussion on "Gender Sensitization"	24/06/2021	78
24	2020-21	An Open discussion on "Gender Equality and Women Empowerment" .	25/06/2021	31
25	2020-21	An Open discussion on "Gender Sensitization"	25/06/2021	155
26	2020-21	An Open discussion on "Women Empowerment for Self Reliance"	27/06/2021	42
27	2020-21	An Open discussion on "Gender Sensitization"	28/06/2021	145
28	2020-21	An Awareness Program on Breast and Gynecological Related Cancers	. 25/10/2021	163

### 13. FACILITIES ON THE CAMPUS

- All basic amenities are available to the students.
- Notice boards in all the departments
- Parking zones separately for students, staff, differently abled and visitors.
- CCTV Surveillance throughout the campus
- Smart E-classrooms
- SMS alert system for students, parents and staff for quick dissemination of information.

- R.O. supplemented drinking water
- Dispensary, first aid facilities.
- Cafeteria for students and faculty.
- Stationary centre
- Bank (SBI) & ATM facility
- Waiting Halls in the respective departments
- Common Girls' Waiting Hall with a facility of Vending Machine and Incinerator
- Sick Room
- College ID cards are provided to all students for their identification.
- Sports facilities for both outdoor (Cricket, Volleyball, Football, Basket Ball, Kho-kho, Kabaddi, Badminton, Athletics (Running, Jumping, Throwing), Hockey, Throw ball, Tennikoit, Wrestling, Weight-lifting, Taikyondo, Netball) and indoor games (Badminton, Chess, Caroms, Table Tennis).
- Washrooms for students, staff, and visitors.
- Central library with a wide range of textbooks, reference books, e-journals etc.,
- Department-wise libraries with a good number of books.
- Srujana Vatika to help the students relate themselves to



the Indian Knowledge System.

- Language Nest to improve the extra-curricular skills of the students.
- Toastmasters Club to improve the public speaking skills of the students.
- Suggestion/Complaint Box – Fixed at various spots in the college.
- Girls' Hostel
- Boys' Hostel
- A General Insurance Policy is available for staff.
- Maternity Leave (90 days)
- Child-Care Centre
- ISTE, Student Bodies and clubs to facilitate the students with extra-curricular activities.

#### **14. BEST PRACTICES**

- The college supports to organize various awareness programs, expert talks, workshops, extension activities, medical camps etc., for the betterment of students.
- The college has regularly supported women employees by providing the maternity leave and child care centre facility..
- The overall environment of the college is gender friendly.
- The college displays the boards where the contact officials of the Anti-Ragging Committee given.
- SRKREC Alumni extends financial support/merit

scholarship/ providing food coupons to the needy ongoing students.

- The college authorities and staff are easily approachable by the students

## **15. FINDINGS**

- Students' gender ratio in admissions and academics is increasing year by year.
- There is no gender-based discrimination.
- All women are adequately representing in all directions and dimensions of teaching-learning process as well as institutional progress.
- Success rate of girl students in placements is gradually increasing.
- Students' participation in sports and extra-curricular activities is gaining recognition.
- All women issues are taken care by the management and the leaders at the helm.

## **16. SUGGESTIONS FOR FURTHER IMPROVEMENT**

- Plan to organize programs on self-defense.
- More awareness programs on Legal rights, domestic violence, mental fitness, health and hygiene, self-employment, cyber security etc.,
- Organize panel discussions, workshops, seminars etc., on women related issues.

## **17. CONCLUSION**

It is found that the College has lots of strengths and a few weaknesses. The weaknesses can be overcome with gradual changes in value set up and strategic planning. The enrolment of girls in the stream of Mechanical Engineering and the participation of girls/ women in sports need to be enhanced.

(Dr. P. Bhuvaneswari)	(Prof. Bh. V.N. Lakshmi)	(Prof. M. Jagapathi Raju)
Co-coordinator, WGRC	In-charge, WEC	Principal, SRKREC