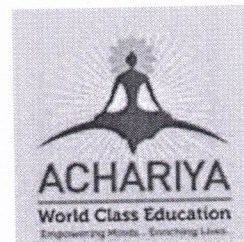


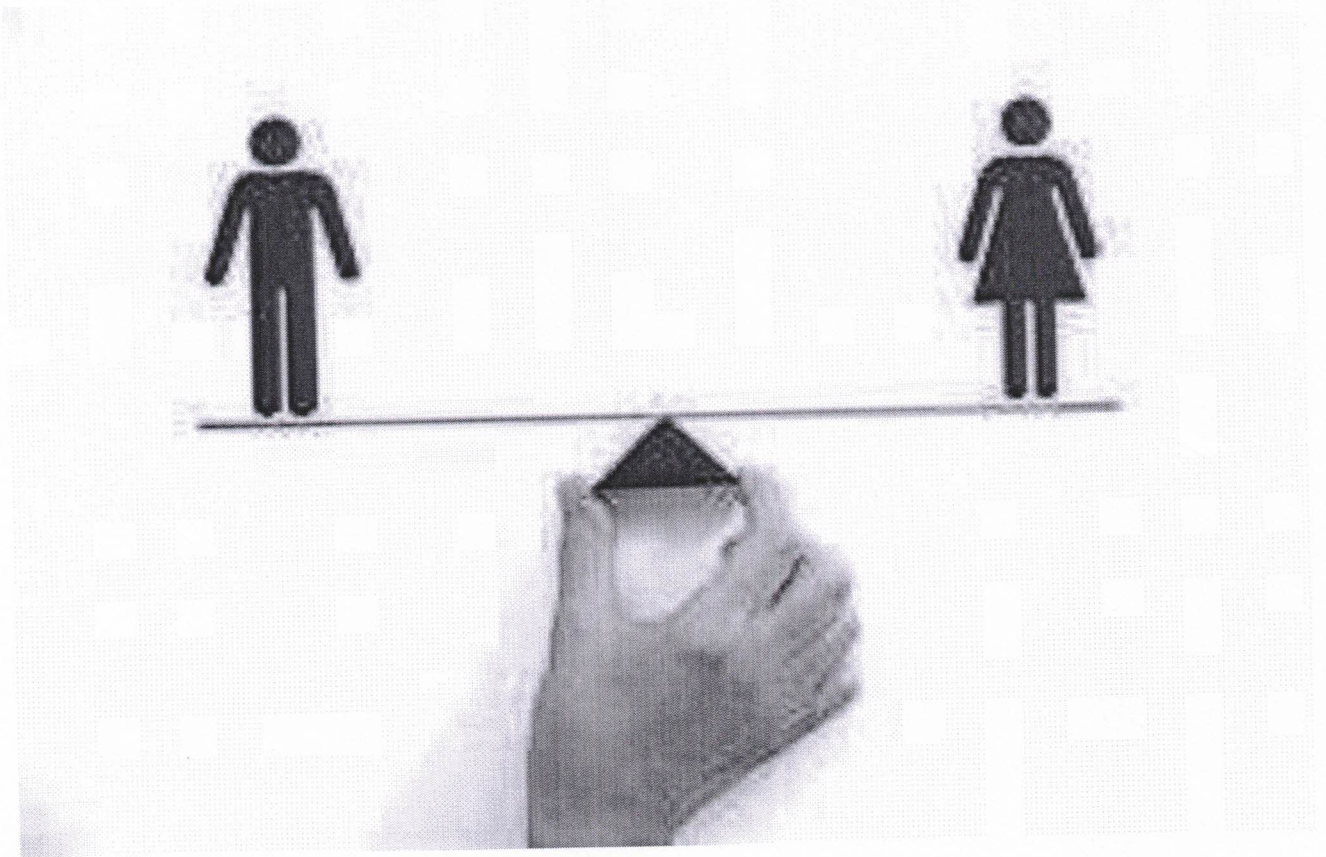
GENDER AUDIT REPORT

An Initiative by

ACHARIYA COLLEGE OF ENGINEERING TECHNOLOGY



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PRINCIPAL
ACHARIYA COLLEGE OF ENGINEERING TECHNOLOGY
Achariyapuram, Villianur
Puducherry



GENDER AUDIT REPORT

Issued by: ACHARIYA COLLEGE OF ENGINEERING TECHNOLOGY

ACHARIYAPURAM, VILLIANUR-605 110,
PUDUCHERRY., INDIA

Dated: 8th May, 2023



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Achariyapuram, Villianur
Puducherry.

Acknowledgement

ACHARIYA COLLEGE OF ENGINEERING TECHNOLOGY hereby expresses its gratitude to **Dr. S. Gurulingam, Principal** and **Mr. F.D. Anfinston, IQAC Coordinator** for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit. The audit team is appreciative of the deliberations held during the online meeting held on 08/05/2023.



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Achariyapuram, Villianur
Puducherry.

Gender Audit Report

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1. Foreword

1.1 About the Higher Education Institute (HEI)

Acharya College of Engineering Technology— a temple of learning, is an ISO certified institution was founded by the great Educationalist and Philanthropist, Dr. J. Arawindhan. The main objective of our college is to advance the knowledge base of the engineering professions and to influence the future directions of engineering education and practice.

ACET – Best Engineering College in Pondicherry. We believe not only in educating the students, but also in grooming characters, with moral and ethical values to build the nation. Since inception, the college has been providing world-class facilities & infrastructure in education and learning. The emphasis is on transformational leadership rather than directional leadership. We aim to establish new trends, introduce innovative training methodologies, and thus guide students towards the road to success.

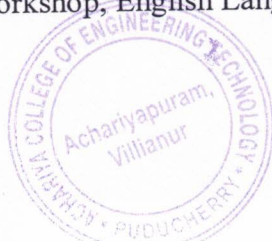
ACHARIYA COLLEGE OF ENGINEERING TECHNOLOGY (ACET) was inaugurated on 29.09.2010 and commenced from the academic year 2010-11 with a sanctioned strength of 300 students with Five branches.

1.2 About ACHARIYA COLLEGE OF ENGINEERING TECHNOLOGY

This Co-educational, Self-financing Engineering College, started with the approval of the Government of Puducherry in 2010 and it is approved by the All-India Council for Technical Education (AICTE), New Delhi and affiliated to Pondicherry University, Puducherry.

Now, after 24 years of its establishment, the College offers a wide range of courses to suit the needs of engineering students in 7 UG Programmes with the support of 81 Teaching Faculty Members and 16 Non-Teaching Staff Members. The institution offers fee concession for deserving students. The students are also receiving scholarships from government such as CENTAC, PMSS, FGG, and BC/MBC scholarships.

The total build-up-area of college is around 4.67 lakh sq.feet. The ACET campus has a beautiful and serene atmosphere ideally suited for technical education. The infrastructure and facilities available on campus are amongst the very best. It is a wholly self-contained campus comprising of everything that students on campus would ever require. ACET provides full-fledged and marvelous infrastructure. All the required Drawing Halls, Class Rooms, Laboratories, Engineering Workshop, English Language Communication Skills Lab, Library, Computer Center,



Gender Audit Report

Internet Lab, Seminar Halls, Smart class Rooms and Faculty Rooms are housed in a total building space of 2,50,000 sft. LCD projectors are established for all the classrooms to assure an effective teaching-learning process.

The Infrastructure of the College has always been a subject of pride as it boasts of some stupendous buildings that are enormous enough to have room for spacious and well- equipped classrooms with ample ventilation, well-furnished Laboratories, supported with the latest equipment, a Digitalized Central Library, that has access to sources of E-Resources, Faculty Rooms with attached Libraries, Library with more than 34000 books, Journal, e-Journals, DELNET subscription Administrative Office along with a room for all the Administrative staff, a generously proportioned Board Room to conduct Official Meetings, an Exam Cell with sufficient facilities, Seven Seminar/Conference Halls of various capacities to suit the needs of the occasion, Individual spacious rooms for the Chairman, Principal, Placement Cell, IQAC, Hygienically - maintained clean Restrooms and a training area for the sports students.

The College also flaunts an expansive Outdoor Playground that comprises of 400- meter Standard Track, a separate field/court, available for various outdoor games i.e., Foot Ball Field, Volley Ball Court, Kabadi Court, Cricket Ground, Basket Ball Court (Concrete), and Long jump Field, Physical Fitness and Weight Training, Carrom, Table Tennis for Indoor Games, Exclusively, one block is provided for men, accommodating more than 400 students. The college has separate hostel for women for accommodating more than 200 students are provided.

The Institution has well experienced teaching faculties to impart quality education with individual care through mentoring system. The teaching learning process includes, experimental learning, participative learning, problem solving methods, and use of ICT tools. The students are offered with special skill development programs such as soft skill, communication skill, life skill and ICT skills through placement and training cell. The placement assistance is offered to all students to fetch a job. The NSS, YRC and RRC clubs are actively involving to impart personality development and leadership skills to our students.

The academic and administrative processes are governed by Internal Quality Assurance Cell (IQAC) that comprised of all stakeholders of the institution. The top level policy making is carried out governing council and the implementation of the same is effected through IQAC with the aid of various committees.

The best practices of the college: 1. Student Oratory Training 2. Campus Yoga and Meditation Moment



1.3 Objectives of the Audit Report

Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminant place of education is a prerequisite for effective dissemination of knowledge and learning. Constitution of India enshrines the proposition of gender parity in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. In order to promote gender equality and non-discrimination on grounds of gender, as ensured by Article 14 that requires 'equality before law' and ensures universal rights for all regardless of birth, ethnicity, gender or race. Article 15 (1) authorizes the state not to isolate any person based on sex, race, nationality, caste, ethnicity or any of them. Article 15 (3) mandates the state to prepare special arrangements to benefit women. Article 15 (3) also promotes women and children by laws such as Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, Amendment to the Hindu Succession Act etc. Likewise, Article 16 mandated equal opportunity for all, Article 39 (a) supports for governments aim its policies towards right to a decent medium of living for women and men. Article 39 (d) ensure 'equal wages for equal work' for all and Article 42 mandates governments for fair and reasonable working conditions and maternity assistance. Article 243 D (3), (4), T (3) supports one-third of the total number of seats reserved for women in Panchayats and Municipality. Hence Indian Constitution provides provisions to reduce Gender Inequality. Article 15 (1) of the Indian Constitution, particularly in the institutes of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedures that question inequalities and foster equal opportunity across genders. Societies that value all genders as equal are safer and healthier. Gender equality is the precondition for an equitable society. Ensuring that all can live up to their full potential, regardless of gender identity or other factors, is not only a moral imperative. It is a strategic imperative—a continuation of journey toward justice, opportunity, and equality. To ensure women are treated properly and their dignity is not harmed at working places 'Vishaka Guidelines' the Sexual Harassment at Workplace Act, 2013 are instituted to protect employees of the college. UGC has also recognized equality and justice enshrined in the Indian Constitution, Saksham guidelines were passed in 2014 that mandate measures for gender sensitization, workings of HEIs of institutional redress mechanisms, requirements of specific facilities on and near campuses and special requirements of women students and staff. Thus, College envisions a society where everyone has equal opportunities. With the objective to ensure gender equality at their campus, Technology placed a request to conduct Gender Audit.

The objective of this audit report is to produce the major findings of the Gender audit conducted for Achariya College of Engineering Technology, which we have performed as per the Work order issued by the management of the Institute.



Gender Audit Report

2 Methodology

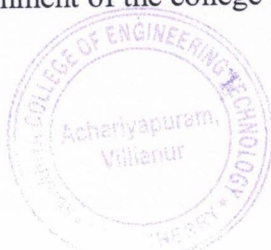
As part of the Audit, a questionnaire was specially designed for the Higher Education Authorities to procure gender-segregated data on the curriculum, male –female composition across various departments as well as listing of program /workshops /Seminars conducted on Gender related issues.

The statistical data provided for the last three academic years together with the finding of the offline meeting has been analyzed. The broad gender sensitive indicators which have been studied in detail include the following:

- Curricular Aspects
- Learning and Evaluation
- Gender balance in Teaching and non-teaching Staff – male and female
- Research, Consultancy and Extension
- Resources & Infrastructure
- Student Support and Progression
- Gender Sensitization Policy and Practices
- Gender Issues - Mechanisms and Methods

3 Findings & Observations

After a thorough analysis of the facts provided by Achariya College of Engineering Technology it is observed that the College institutionalizes gender equality through various means and mechanisms. There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large. College maintained gender segregated data on most of the issues. The College has Students' Council for gender sensitization which is working on all related issues. College Women Development Cell is highly active and work whole year for students and staff. The College supports research related to women concerns as seen in their publications. The College has supported and strengthened the faculty in organizing seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.



Gender Audit Report

1. Curricular Aspect

1.1 Courses in Syllabus

The education of girls affects their future economic security and that of nation too. Understanding the fact that sensitization programmes are an absolute necessity within the campus today various initiatives have been taken. College is an affiliated institution of Pondicherry university, Puducherry, all the departments have open elective papers that have gender concerns within their syllabus at the U.G level.

2. Learning and Evaluation

2.1 Gender segregated data on students and faculty in various departments at UG level.

Total Number of Students

Year	2022-2023
Number	613
Boys	438
Girls	175

2.2 Gender profile of the Academic and Non-Academic Staff 2022-2023

Academic Year	Female	Male	Total
2022-2023	31	66	97

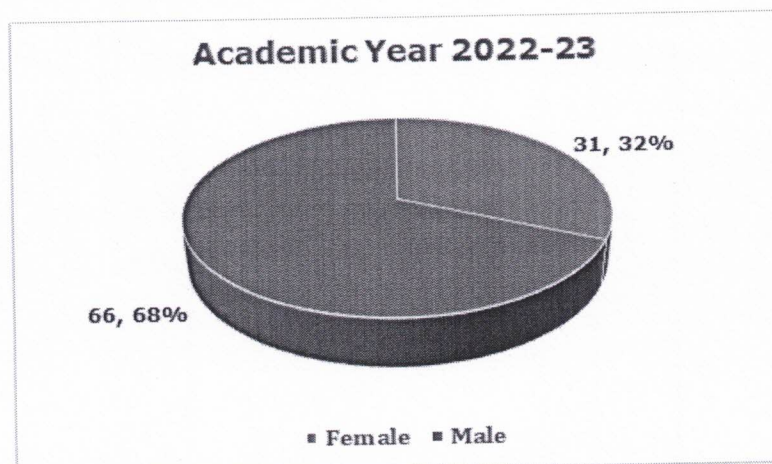


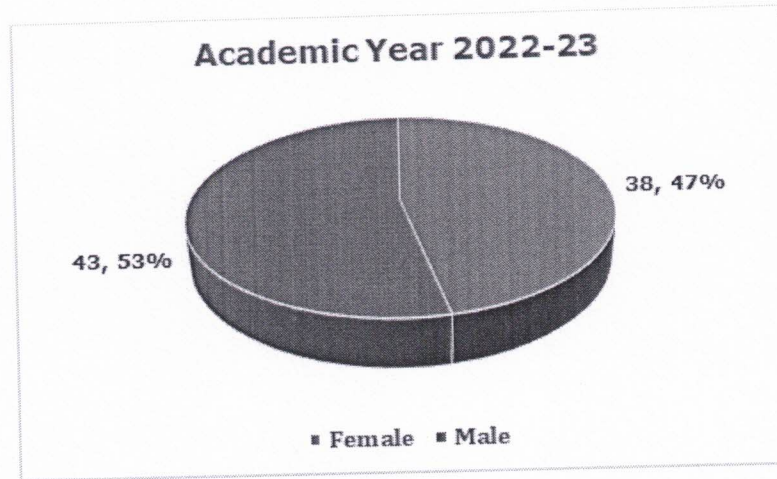
Figure shows the combined gender profile of the college. The projection includes all Academic and Non-Academic staff. Compared to 32% of female staff, here is 68% of male staff at present



Gender Audit Report

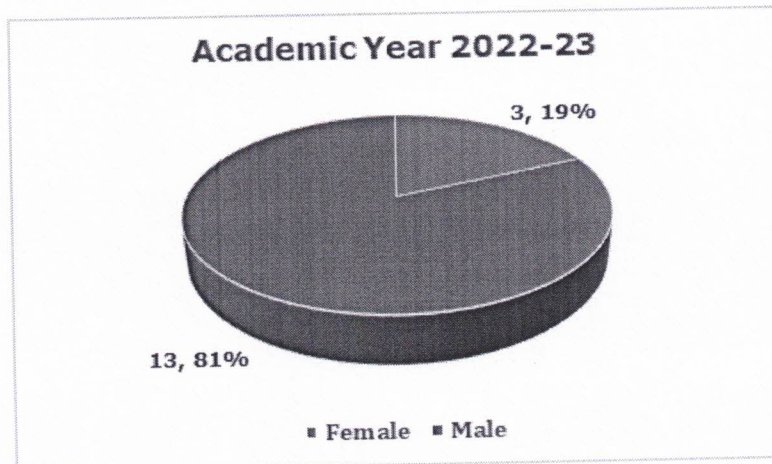
Academic Staff

Academic Year	Female	Male	Total
2022-2023	38	43	81



Non-Academic

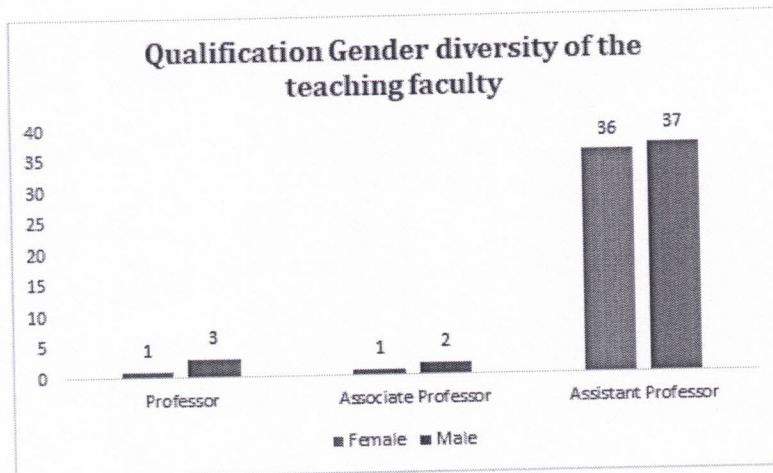
Academic Year	Female	Male	Total
2022-2023	03	13	16



Gender Audit Report

Qualification Gender diversity of the teaching faculty

Qualification Gender diversity of the teaching faculty	Professor		Associate Professor/Reader		Assistant Professor	
	M	F	M	F	M	F
Permanent teachers	1	1	2	1	39	37
Ph.D./D.Sc./D.Litt.	1	1	2	1	3	2
PG(MD/MS/MDS/MSC/OTHERS)	2	-	4	1	32	32
M.Phil.	-	-	-	-	5	4



3. Research, Consultancy and Extension

Participation of women faculty in seminars/conferences/ workshops/ faculty development programmes/ receiving awards/representation in various committees

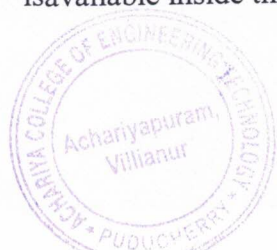
Department	Resource Person		Refresher/ orientation / FDP/short-term courses		Seminar/ Workshop/ Conferences		Awards	
	Total	Female	Total	Female	Total	Female	Total	Female
AI & DS	-	-	-	-	-	-	-	-
CIVIL	-	-	8	7	2	-	-	-
CSE	2	2	84	64	28	20	-	-
EEE	1	-	30	25	10	5	-	-
ECE	1	-	36	25	12	7	-	-
MCH	5	-	7	-	15	-	-	-

Women's faculties published various research papers in the reputed journal list and more number of girls students participated and got medals in the extracurricular activities.

4. Infrastructure and Learning Resource

There are numerous ways in which the vision for gender sensitivity is being fostered in the college. In a commonsensical way, all that happens in this institution concerns women. This unique position allows us to focus on diverse spaces of empowerment. We believe we are able to engage with issues that impact the lives of women. With a high number of female faculty members, staff members and indeed with students all women, Achariya College of Engineering Technology reflects the progress of the country at large. However, "Empowerment" is a comprehensive term.

- Separate College hostel is available for girls
- Basic sanitation facility in the form of toilets is available in all the buildings
- Separate washrooms for academic and non-academic staff is available in each building.
- There is common room available for girls students.
- A medical room with a doctor and counsellor is available.
- Gymnasium facility is available to students, faculty members and administrative staff daily.
- For health concerns of the students and staff canteen serves healthy food
- Students and staff have not to go outside for their photocopy requirements a photocopier is available inside the campus with the basic stationary items.

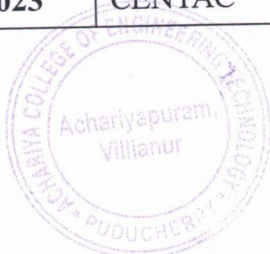


5. Student Support and Progression

There are numerous ways in which the vision for gender sensitivity is being fostered in the college. In a commonsensical way, all that happens in this institution concerns women. This unique position allows us to focus on diverse spaces of empowerment. We believe we are able to engage with issues that impact the lives of women. With a high number of female faculty members. Staff members and indeed with students all women. Achariya college of Engineering Technology reflects the progress of the country at large. However, "Empowerment" is a comprehensive term. Total number of students benefited by the government scheme and non-government bodies during the academic year 2022-23 is 524.

Year	Name of The Government Scheme	Number of students benefited by Management
2022-2023	First Graduate	14
	Sports	01
	Special Scheme	12
	TamilNadu SC	04
	Merit	40
	Single Parent	1
	Family Background	01
	Total Management Scholarship	73

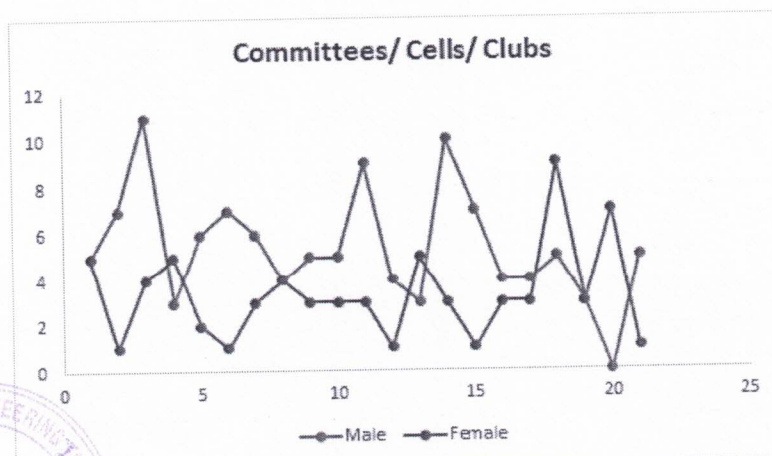
Year	Name of The Government Scheme	Number of students benefited by government Scheme
2022-2023	SC	20
	CENTAC	76



Gender Audit Report

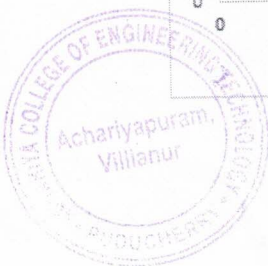
6. Governance, Leadership and Management Gender balance in Committee

S. No	Name of the Committees	Committee Members	
		Male	Female
1	Academic Council and Curriculum Committee	5	5
2	Admissions Cell Committee	7	1
3	Anti-Ragging Cell	11	4
4	Cultural Committee	3	5
5	Discipline Committee	6	2
6	Entrepreneur Development Cell	7	1
7	Examination Cell	6	3
8	Feedback Committee	4	4
9	Finance Committee	5	3
10	Governing Council	5	3
11	Grievance And Redressal Committee	9	3
12	Hostel Committee	4	1
13	Institution's Innovation Council	3	5
14	Internal Quality Assurance Cell	10	3
15	Maintenance Committee	7	1
16	Placement And Career Guidance Cell	4	3
17	Research Committee	4	3
18	Staff & Students Welfare Committee	5	9
19	Transport Committee	3	3
20	Women Empowerment Cell	0	7
21	Sexual Harassment Committee	5	1



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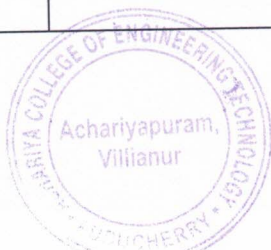
Availability of women counselors, ICC and Anti Ragging Committee

- In the year 2015, the Sexual Harassment cell was renamed as The Internal Complaints Committee.
- The doctor is available every day in the Medical Room inside the campus while the nurse is available throughout the week during college hours. Counsellor is available on all days
- Wheelchair is available for differently abled students at the entrance gate of the college Healthy Practices
- Number of gender sensitization programs conducted. The number of women-related themes and topics taken up for discussion and debates.
- Various activities conducted by women's cell.
- Complaint and Suggestion Box available

AWARDS FOR WOMENS FACULTY:

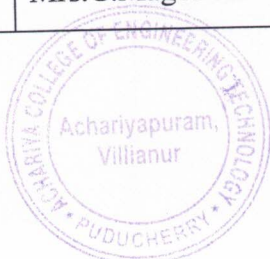
List of Faculties Achieved Centum Result in Pondicherry University Examination during 2022-23 Academic year

Sl.No	Name of the Faculty with Department	Sub. Code	Sub. Title
1	Mrs. Rajalakshmi	CS T72	Computer Hardware And Network Troubleshooting
2	Mrs. S.Kalaitchelvi	Cs T61	Enterprise Solutions
3	Mr.Anandhan	Cs T62	Embedded Systems
4	Mr. K.Ganesan	Cs E63	E-Business
5	Ms.Jasintha Marry	Cet 32	Building Technology
6	Ms.Auxilia Rani.A	Cet 72	Hydrology And Water Resources Engineering
7	Ms.Anandhi.D	Cee19	Air And Noise Pollution
8	Ms.A.Arthi	Cee29	Disaster Mitigation And Management
9	Ms.Anandhi.D	Ce T42	Concrete Technology
10	Mrs.A.Rathimeena	Ce T43	Environmental Engineering - I
11	Ms.A.Arthi	Ce T44	Mechanics Of Solids - Ii
12	Ms.Jasintha Marry	Ce T45	Hydraulic And Hydraulic Machinery



Gender Audit Report

13	Mrs.P.Amudha	Ce T46	Surveying - Ii
14	Mr.R.Karthikeyan	Ce T81	Construction Management
15	Ms.Anandhi.D	Cee10	Site Investigation Methods And Practices
16	Ms.Shehanasbegam	Cee20	Failure Assessment And Rehabilitation Structures
17	Ms.Jasinth Marry	Cet 32	Building Technology
18	Mr. V. Vijayababu	MET44	Machine Drawing
19	Mrs. Ramya	MET65	Control System
20	Dr. P. Jayaseelan	MEE810	Total Quality Management
21	Dr.S.Nivedha	EC E15	Spread Spectrum Communication
22	Mrs.B.Navalakshmi	EC T82	Industrial management & Engineering Economics
23	Dr.S.Nivedha	EC T71	Microwave and Optical Engineering
24	Mr.P.Ramanathan	EC E20	Cellular Mobile Communication
25	Mr.N.Sudhagar	EC E16	Satellite communication systems
26	Mrs.B.Navalakshmi	EC T72	Embedded Systems
27	Mr.P.Ramanathan	EC T52	Data Communication Networks
28	Mrs.T.Valarmathi	EC T54	System Design using Integrated Circuits
29	Mr.V.Anandhkumar	EE E19	Smart Grid
30	Dr.Muthamizhselvam	EE T72	Solid State Drives
31	Mrs.S.Thamizharasi	EE T73	Power System Operation And Control
32	Mr.M.Manivannane	EE E12	Renewable Energy Sources
33	Mrs.M.Thenmozhi	EE T81	Protection And Switch Gear
34	Mrs.S.Thamizharasi	EE E15	Hvdc Transmission
35	Mrs.C.Mageswari	EE E16	Power System Restructuring And Deregulation



Annual gender sensitization action plan (2022-23)

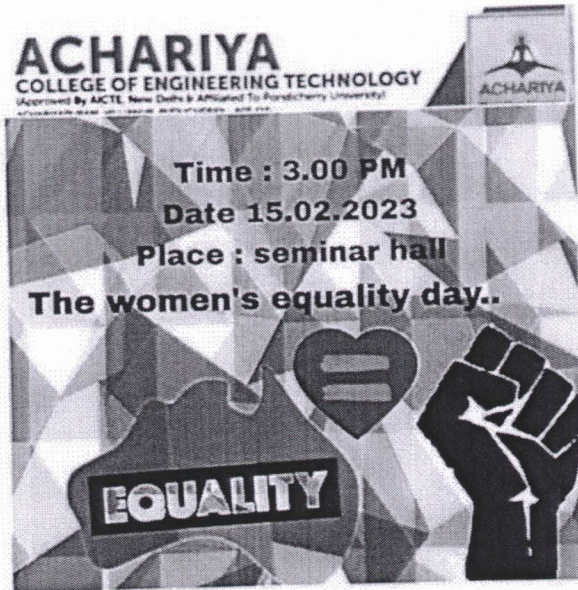
Number of gender equity promotion programs organized by the institution during last five years

Sl.No	Name of the program	Date	No of Participants
1	Women's Entrepreneurship Program	11-04-2023	191
2	International Women's Day Celebration	08-03-2023	190
3	Women's Equality Day	15-02-2023	189
4	Leadership Development Program for Women	23-11-2022	186
5	STEM program for Women	28-10-2022	187
6	Women's Education and Scholarship Program	03-04-2022	141
7	International Women's Day Celebration	08-03-2022	142
8	Financial Literacy Program for Women	22-02-2022	140
9	Career Development for Women	16-12-2021	142
10	Health and Wellness Program	07-10-2021	141
11	Environmental Justice for Women	21-04-2021	131
12	International Women's Day Celebration	08-03-2021	130
13	Women's Safety and Security	29-01-2021	129
14	International Women's Day Celebration	08-03-2020	124
15	Women's Political Representation	24-01-2020	122
16	Women in Tech	17-10-2019	121
17	Women in Parenting	23-04-2019	156
18	International Women's Day Celebration	08-03-2019	157
19	Field Visit	14-02-2019	160
20	Women in global health	22-11-2018	159
21	Women's role in peace building	05-09-2018	158
22	Women access to education	08-07-2018	157



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Women's Equality Day:



Leadership development program



Women's Entrepreneurship Program:



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RECOMMENDATIONS:

According to their management, the College's vision is to meet the need for higher education, particularly among those from the poorer sections of society.

Achariya College of Engineering Technology instills three human virtues: intelligence, modesty, and a sense of duty. Since its founding, the College has not only made significant progress in the field of education but has also made significant contributions to nation-building. Many of its students and alumni have achieved significant success and national and international acclaim. The College aspires to be a leader in the provision of unique and exclusive learning experiences in all fields of study, which will ultimately contribute to the advancement of learning and the construction of a sustainable society and environment.

Only with proper and equitable representation of both genders can a sustainable society be built. It is observed that the administration's facilities, policies, and handling capabilities are extremely adequate. At the same time, there is room for improvement to a far higher level. This can be accomplished by disseminating gender-related data in prominent locations. It is proposed that students and the teaching community be made aware of the situation through newsletters, regular contact, seminars, and self-defense classes. A significant proportion of respondents claimed that they are unaware of the existence of gender-friendly policies and processes in the College. To close the present communication gap, it is advised that frequent awareness campaigns be conducted.

It is suggested that women guards be appointed to safeguard the safety of the youth. Because the College is constantly under CCTV monitoring, it is recommended that students be made aware of this report on Gender Audit. Faculty and students may collaborate to produce research publications on gender-sensitive themes.



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Annexure

SLNo	Particulars	Availability
1	Is any Policy available related to gender issues?	✓
2	Whether internal complaint committee is in place?	✓
3	Complaints Timely Redressed?	✓
4	Is it easy to approach the committee for complaint?	✓
5	Whether CCTV camera provided on the campus?	✓
6	Whether female security guards available	✓
7	Is there any patrolling squad in and around campus?	✓
8	Whether there is provision of a suggestion / Complaint box?	✓
9	Whether helpline numbers are clearly displayed at various places?	✓
10	Whether awareness board displayed at various places?	✓
11	Whether Lecture/Seminar/Webinar are conducted on gender sensitive issues?	✓
12	Any Major gender related complaint received?	X
13	Is there designated responsibility for promoting gender equity in our organisation?	✓
14	Organization have a gender Committee?	✓
15	On an overall basis satisfied with gender related issues by the institution	✓



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K. Sathyanarayanan

Dr. K. SATHYANARAYANAN,
IRCA REGISTERED LEAD AUDITOR

F.D. Anfinston

Mr. F.D. Anfinston
IQAC COORDINATOR



Mr. Sathyanarayanan
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