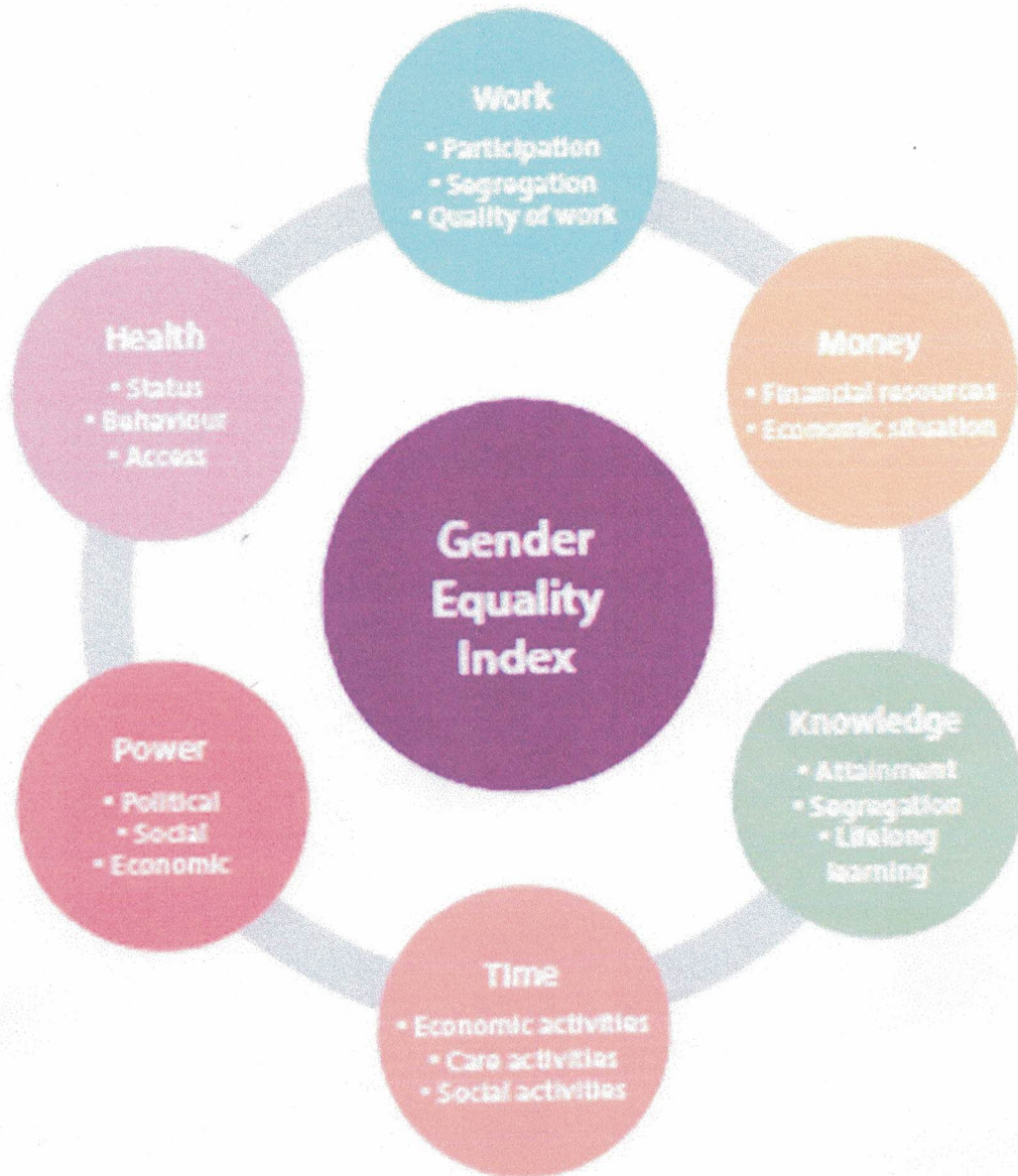




GENDER AUDIT OF INTERNATIONAL CENTRE OF EXCELLENCE IN ENGINEERING AND MANAGEMENT (ICEEM), AURANGABAD





ICCEM AURANGABAD





2018-19 to 2023-24

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GENDER AUDIT

GENDER AUDIT OF ICEEM

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ACKNOWLEDGEMENT

I offer my deepest gratitude to the authority of International Centre of Excellence in Engineering and Management (ICEEM), Aurangabad especially, the Chairman, Hon. Dr. Subhash Jhavar, and the Secretary, Hon. Ar. Dilip Sarda and Managing Body of the institute for their constant encouragement and support.

Special vote of thanks to be extended to Hon. Campus Director Dr. C. S. Padmavat for his decision of conducting Gender Audit of ICEEM, Aurangabad. Thanks him for entrusting my potential for gender audit.

I express my warm thanks to HODs of all departments, teaching faculty, office superintendent, Librarian, NSS officers, office staff, Hostel in-charge and all the non-teaching staff for their meticulous assistance to complete the Gender Audit.

Thanks are due to the office staff of ICEEM, Aurangabad for data collection.

Date

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ICEEM, Aurangabad

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1. INTRODUCTION

Genesis

ICEEM is one of the quality colleges in Maharashtra. The college established in 2011, run by the society of IIRW, and affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. Its mission is to provide quality education to all by means of sheer hard work, dedication and devotion. In 2019, the college was accreditation with “B”. The college is reckoned as college with potential for excellence by UGC.

The Gender Audit is an attempt to study about gender balance of ICEEM. It is all about the college and its nature to follow the University’s rules, policies and actions as it forms a constituent part of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

The college always works towards students’ qualitative performance along with their overall personality development. Observing the gender equality, the girls and boys students are provided with various facilities and special attentions.


The Girls’ Hostel of the college always takes safety measurements. Adequate facilities are provided to the girls and boys both. The NSS unit has 54 intake capacities out of which 60% is of girls.



It works to motivate girls for their social responsibilities. Special study room, staircase, two-wheeler parking is provided for the girls. They are also given self-defense trainings like The Judo- Karate Camps, Yoga and Meditation Camps are also organized. The lectures of eminent personalities are held on various topics to develop their personalities.

Workshops are held on “Women and Human Rights”, “Women Hygiene Awareness Camp and Women and Laws to make the girls aware of their rights and responsibilities.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers etc. “Gender Equity Cell”, “Anti-ragging Committee”, “Women Redressal Cell” and “Internal Complaints Committee” are formed in the college. These committees arrange for social workers to awake the girls for their privileges and duties.


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In the Departments of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both- to our college and to themselves.

Objectives:

The Gender Audit of ICEEM has the following objectives:

- ☐ To find out the areas where gender balance exists and the factors behind the gender balance.
- ☐ Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.
- ☐ To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- ☐ Suggest measures for bridging the gender gap.
- ☐ Foster gender equality in all aspects of college life and throughout the college community.
- ☐ To see the work and capacity for prevention of sexual harassment at the college.


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2. GENDER SENSITIVE FEATURES IN ICEEM

Gender sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to girls, gender equality is kept upright in the college.

- **Girls' Hostel:**

Considering the qualitative performance of the college, the students from remote places in Maharashtra demanded the special facility for girls. As per their demand, the college provided Girls' Hostel. The hostel building of Girls Hostel was established in 2011 having 120 students in-take capacity. Every room has 3 beds.

There is an independent mess for girls. All the measures of cleanliness are taken. The girls are provided with healthy food at two times and breakfast and tea for two times. Water purifiers, coolers are also available in the mess.

For the safety and security of the girls, care has been taken by the management. There is a weekly visit of the doctor. Girls are provided with separate study hall, an auditorium, and indoor-outdoor games etc.

There are various programmers in hostel for girls like Health Camp, Picnic, Trekking, Welcome Function and Entertainment.

- **Earn and Learn Scheme:**

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. "The Earn and Learn Scheme" was started from 2018, keeping gender equality in view. The students are selected on the basis of economic poverty and their



needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis. At present there are more female candidates than male.

- **Facilities for Girls:**

ICEEM is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

- 1. Parking Facilities:**

A well observed parking of two-wheelers for girls is one of the disciplines in this college.

- 2. Study Room:**

Independent study room in the library always leads to the excellent performance of girls.

- 3. Separate Book-giving Centre:**

The separate book-giving center marks a discipline.

- 4. Stair Case:**


The college has separate stair case for girls contributing to disciplined management.

- 5. Girls Common Room:**

Provision is made for girls“ resting mode in girls Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Girls Common Room.

- 6. Girls Washroom:**

At three different places girls washrooms are situated in the college with ample supply of water and regular cleaning.


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7. Drinking Water:

Separate water coolers and water purifiers are placed for girls.

8. Canteen:

In canteen, a separate section is kept for girls convenience. They have a space to enjoy their food and canteen food.

• Anti-Ragging Committee and Discipline:-

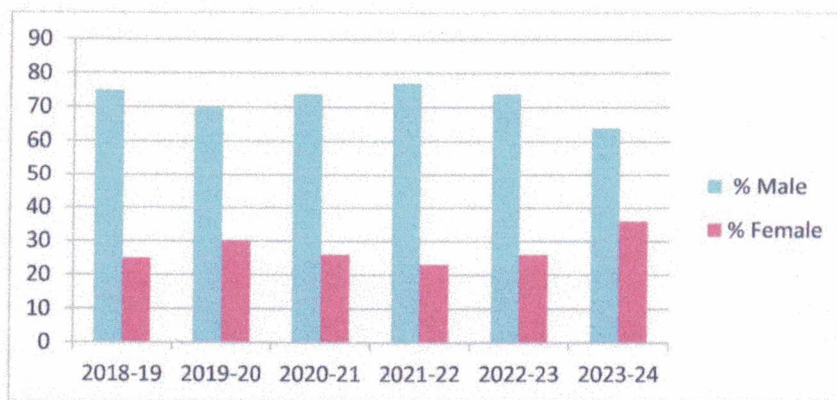
As the college forms a constituent part of the Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The students in distress owing to ragging related incidents can access the committee. The committee has one female and one male and the campus director of the college is the chair person.




3. GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2018-24)

I. Year wise Gender Classification:-

Year	M	F	Total	%M	%F
2018-19	405	135	540	75	25
2019-20	325	139	464	70	30
2020-21	523	187	710	74	26
2021-22	605	179	784	77	23
2022-23	442	155	597	74	26
2023-24	425	237	662	64	36



The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2018-19 to 2023-24 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give important data of year wise gender classification. The percentage of male and female students can be easily viewed at a glance with the help of graph and table.

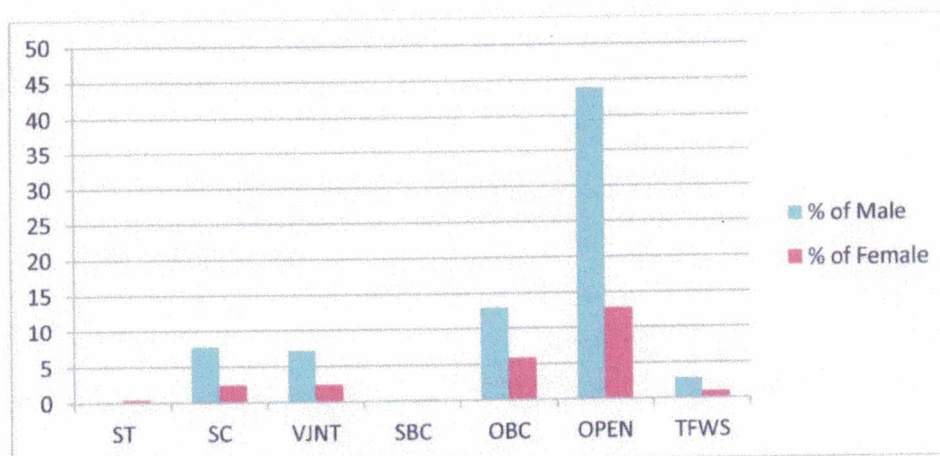

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II. Gender Difference in Various Social Categories:-

• 2018-19:-

Sr. No.	Category	M	F	Total	%M	%F
1	ST	1	2	3	0.19	0.4
2	SC	42	13	55	7.78	2.4
3	VJNT	39	13	52	7.22	2.4
4	SBC	1	1	2	0.19	0.2
5	OBC	70	32	102	12.96	5.9
6	ESBC	0	0	0	0.00	0.0
7	OPEN	237	69	306	43.89	12.8
8	TFWS	15	5	20	2.78	0.9
TOTAL		405	135	540	75.00	25.00



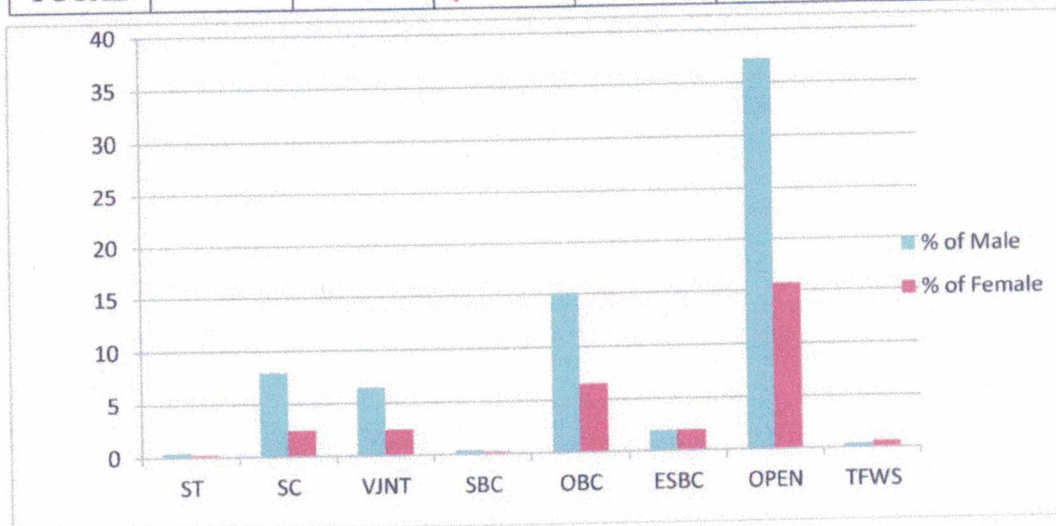
The table very clearly shows percentage of the gender difference in various social categories in the year 2018-19. The social category comprises SC, ST, VJNT, OBC, SBC, ESBC, OPEN, and TFWS. In the year 2018-19 total numbers of admitted students is 540, which includes 405 male and 135 female students.

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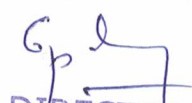


● 2019-20:-

Sr. No.	Category	M	F	Total	%M	%F
1	ST	2	1	3	0.43	0.2
2	SC	37	11	48	7.97	2.4
3	VJNT	30	11	41	6.47	2.4
4	SBC	2	1	3	0.43	0.2
5	OBC	70	30	100	15.09	6.5
6	ESBC	9	9	18	1.94	1.9
7	OPEN	173	73	246	37.28	15.7
8	TFWS	2	3	5	0.43	0.6
TOTAL		325	139	464	70.04	30.0



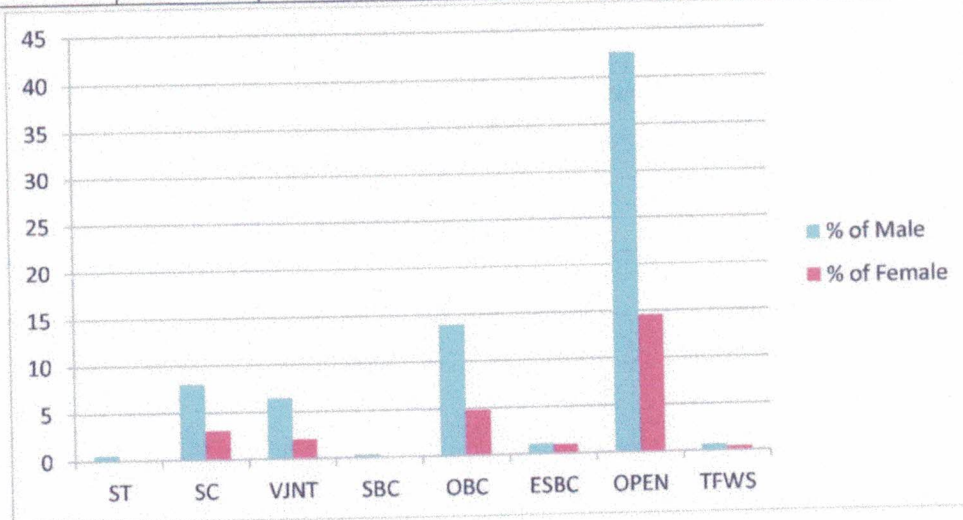
As the table shows vividly the percentage of gender difference in various social categories in the academic year 2019-20, it appears from the table that the percentage of admissions of SC male category is 7.97%, which is utmost in comparison with other male students. On the other hand the lowest percentage of ST female students is 0.2%, which is the lowest as compared with other female students.


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● 2020-21:-

Sr. No.	Category	M	F	Total	%M	%F
1	ST	4	1	5	0.56	0.1
2	SC	57	22	79	8.03	3.1
3	VJNT	46	15	61	6.48	2.1
4	SBC	2	1	3	0.28	0.1
5	OBC	99	34	133	13.94	4.8
6	ESBC	8	7	15	1.13	1.0
7	OPEN	302	104	406	42.54	14.6
8	TFWS	5	3	8	0.70	0.4
TOTAL		523	187	710	73.66	26.3



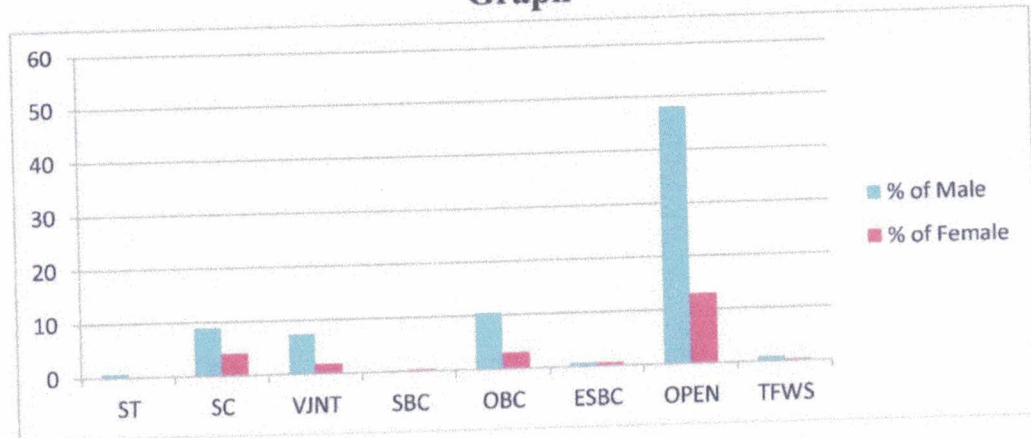
As these table shows vividly the percentage of gender difference in the admissions of male and female students in the academic year 2020-21. The percentage open male students are higher than any other male social categories and it is 42.54%. However, the percentage of ST female students is the lowest as compared to other female students and it is 0.1%.



• 2021-22:-

Sr. No.	Category	M	F	Total	%M	%F
1	ST	5	1	6	0.64	0.1
2	SC	70	31	101	8.93	4.0
3	VJNT	58	14	72	7.40	1.8
4	SBC	2	2	4	0.26	0.3
5	OBC	82	23	105	10.46	2.9
6	ESBC	5	5	10	0.64	0.6
7	OPEN	376	101	477	47.96	12.9
8	TFWS	7	2	9	0.89	0.3
TOTAL		605	179	784	77.17	22.8

Graph



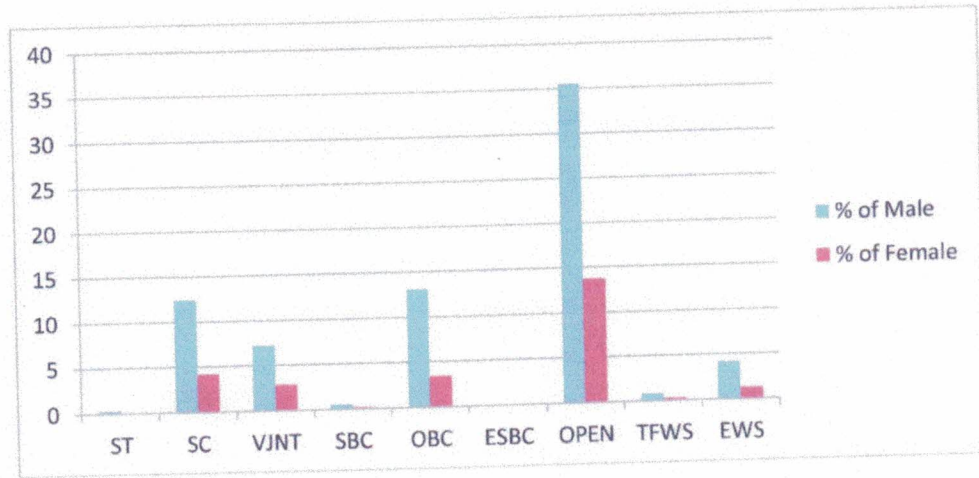
As the table shows all details regarding the percentage of admissions of male and female in the college in association with various social categories in the academic year 2021-22, the percentage of female students in the category of open is the highest as compared to other social categories of female students.


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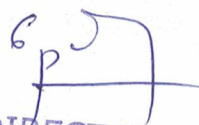


2022-23:-

Sr. No.	Category	M	F	Total	%M	%F
1	ST	2	0	2	0.34	0.0
2	SC	74	25	99	12.40	4.2
3	VJNT	43	17	60	7.20	2.8
4	SBC	3	1	4	0.50	0.2
5	OBC	78	20	98	13.07	3.4
6	ESBC	0	0	0	0.00	0.0
7	OPEN	212	82	294	35.51	13.7
8	TFWS	5	2	7	0.84	0.3
9	EWS	25	8	33	4.19	1.3
TOTAL		442	155	597	74.04	26.0



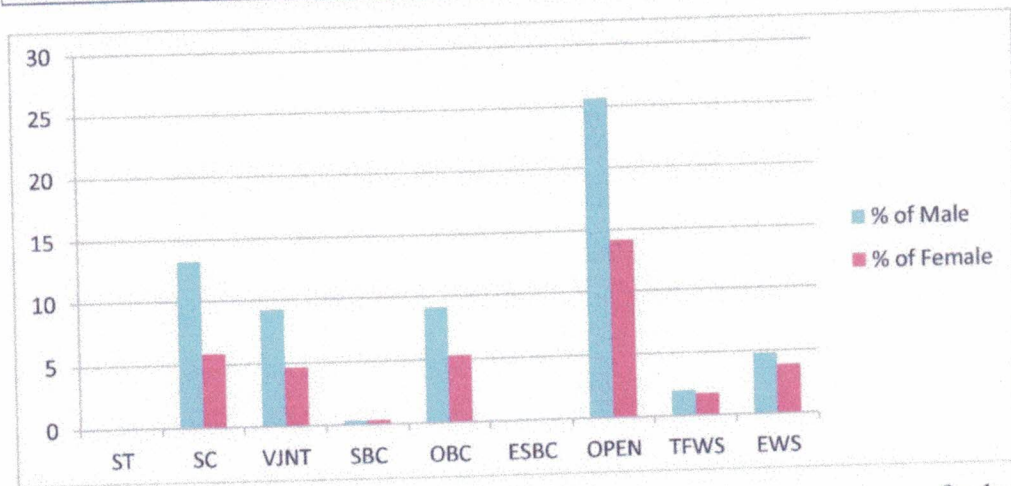
The above table shows the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2022-23. The number of female students in OPEN category is highest than others.


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● 2023-24:-

Sr. No.	Category	M	F	Total	%M	%F
1	ST	0	0	0	0.00	0.0
2	SC	80	35	115	13.25	5.8
3	VJNT	56	28	84	9.27	4.6
4	SBC	2	2	04	0.33	0.3
5	OBC	55	32	87	9.11	5.3
6	ESBC	0	0	0	0.00	0.0
7	OPEN	155	85	240	25.66	14.1
8	TFWS	12	10	22	1.99	1.7
9	EWS	29	23	52	4.80	3.8
TOTAL		389	215	604	64.40	35.6



The above table shows the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2023-24. The number of female and male students in SC category is highest than pervious years.

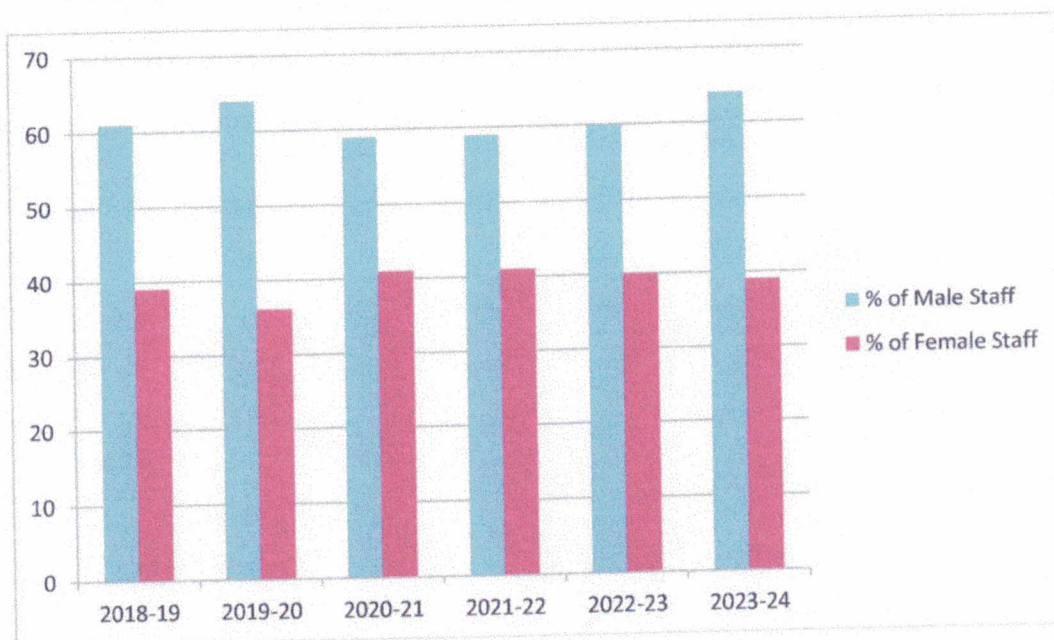

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III. Gender Difference in Teaching and Non-Teaching Faculty:-

- Gender classification -Teaching staff:-

Year	M	F	%M	%F	Total
2018-19	20	13	61	39	33
2019-20	30	17	64	36	47
2020-21	29	20	59	41	49
2021-22	29	20	59	41	49
2022-23	32	21	60	40	53
2023-24	43	26	64	39	67



The table shows the year wise classification of Teaching Staff of during the academic year 2018-2024. The total number of male teachers is 60 % in average and female teacher is 40% in average.


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• **Gender classification: Non- teaching staff:-**

Year	M	F	%M	%F	Total
2018-19	12	1	92	8	13
2019-20	14	2	88	13	16
2020-21	8	0	100	0	8
2021-22	8	0	100	0	8
2022-23	9	1	90	10	10
2023-24	8	4	67	33	12



Above table gives the information about the gender classification of male and female non-teaching staff of the year 2018 to 2024. The number of male is higher than the female i.e. Avg. male number is 89.5% and the female number is 10.5%. The data represents that male staff is more than the female staff.

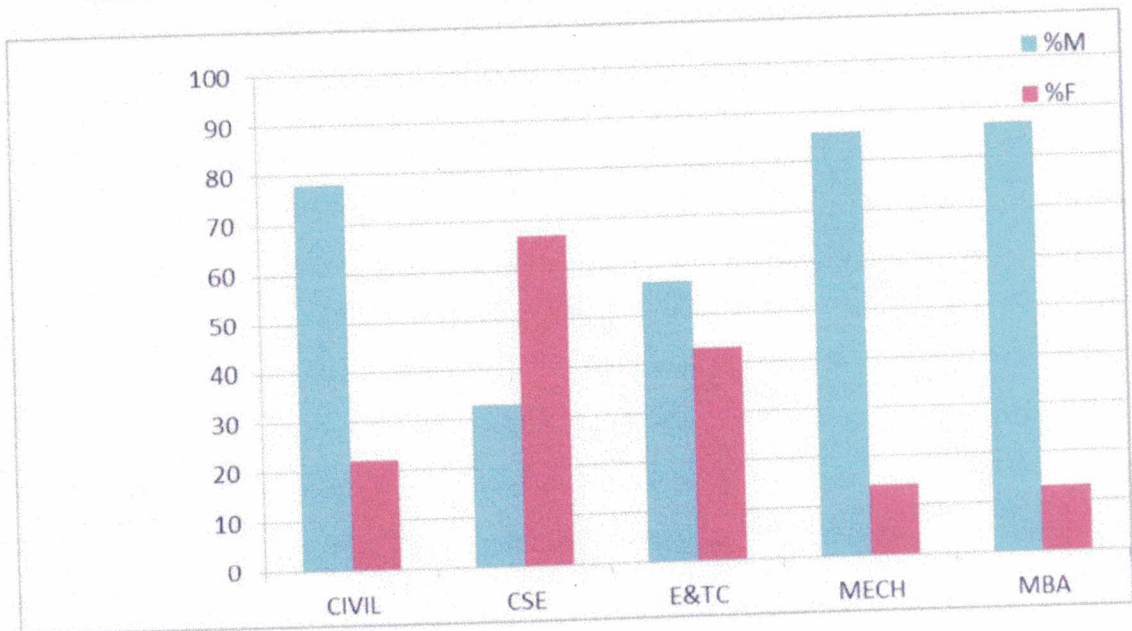

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IV. Faculty wise Gender Difference in the students:-

● 2018-19:-

Faculty	M	F	Total	%M	%F
CIVIL	91	26	117	78	22
CSE	20	40	60	33	67
E&TC	37	28	65	57	43
MECH	185	30	215	86	14
MBA	72	11	83	87	13

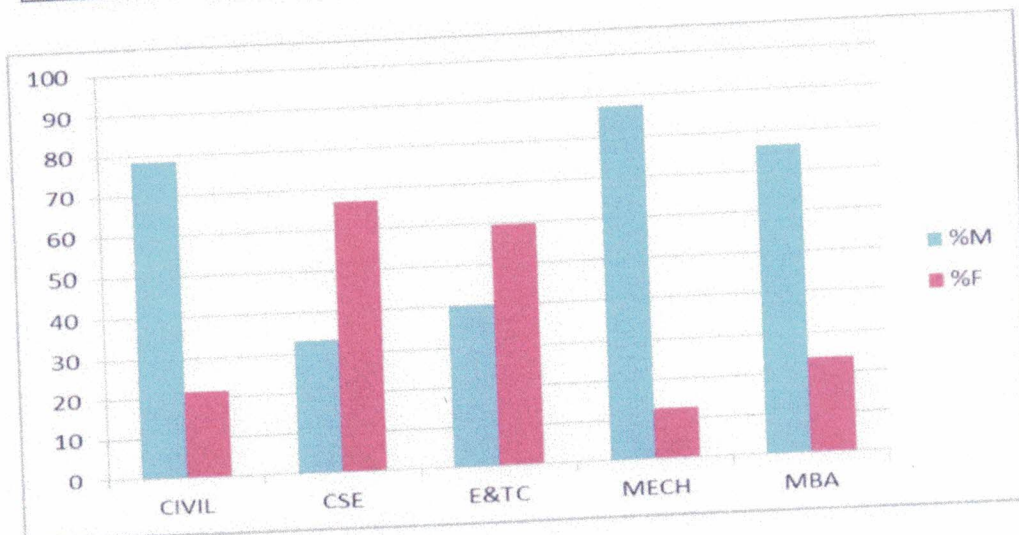


The above table gives information about students for the academic year 2018-19. As herein above chart shows female students outnumber male students in the Department of CIVIL, CSE, E&TC, MECH and MBA. The total student strength is remained same in the Department of CIVIL, CSE, E&TC, MECH and MBA.



□ 2019-20:-

Faculty	M	F	Total	%M	%F
CIVIL	73	20	93	78.49	21.50
CSE	24	48	72	33.33	66.66
E&TC	21	31	52	40.30	59.60
MECH	146	21	167	87.40	12.50
MBA	61	19	80	76.20	23.75

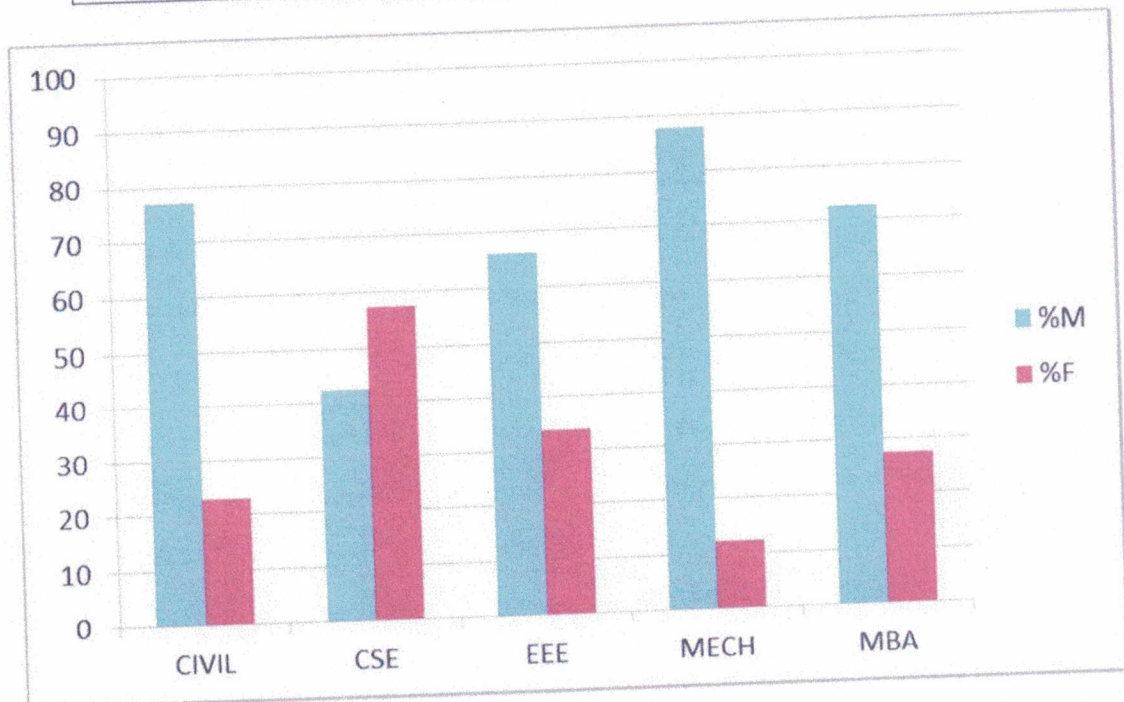


Similar trend continuous in case of CIVIL, CSE, E&TC, MECH and MBA in 2019-20. The above table shows that gender gap is wider at CSE and ETC. level and female students constitute merely one third of the total student's strength to the same faculty. Remaining faculties are having more or less uniformity in gender difference.



□ 2020-21:-

Faculty	M	F	Total	%M	%F
CIVIL	101	30	131	77.09	22.90
CSE	52	70	122	42.62	57.37
EEE	51	26	77	66.23	33.76
MECH	250	35	285	87.71	12.28
MBA	69	26	95	72.63	27.36

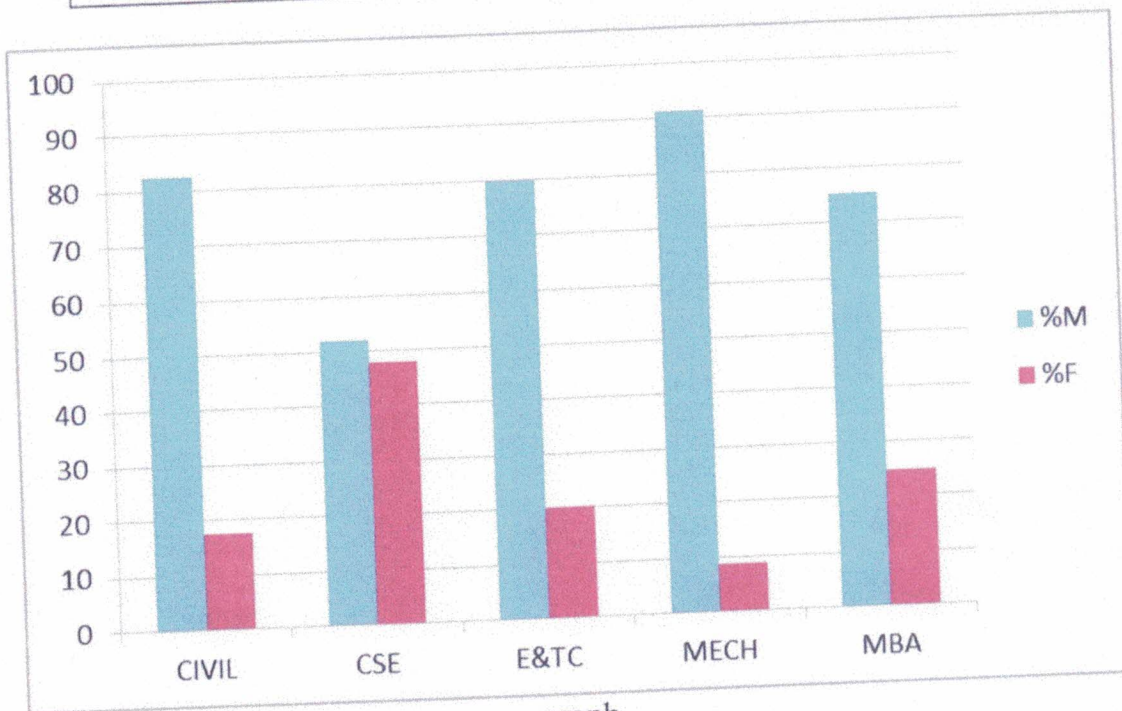


In the above chart consistently female students have been outperforming male students for last three faculties. Likewise results have come in front of us for the faculties of CIVIL, CSE, E&TC, MECH and MBA too. This indicates that after having struggled for getting an opportunity of higher education, the involvement of female students is increasing.



• 2021-22:-

Faculty	M	F	Total	%M	%F
CIVIL	99	21	120	82.50	17.50
CSE	81	75	156	51.92	48.07
E&TC	71	18	89	79.77	20.22
MECH	263	25	288	91.31	8.69
MBA	91	30	121	75.30	24.79

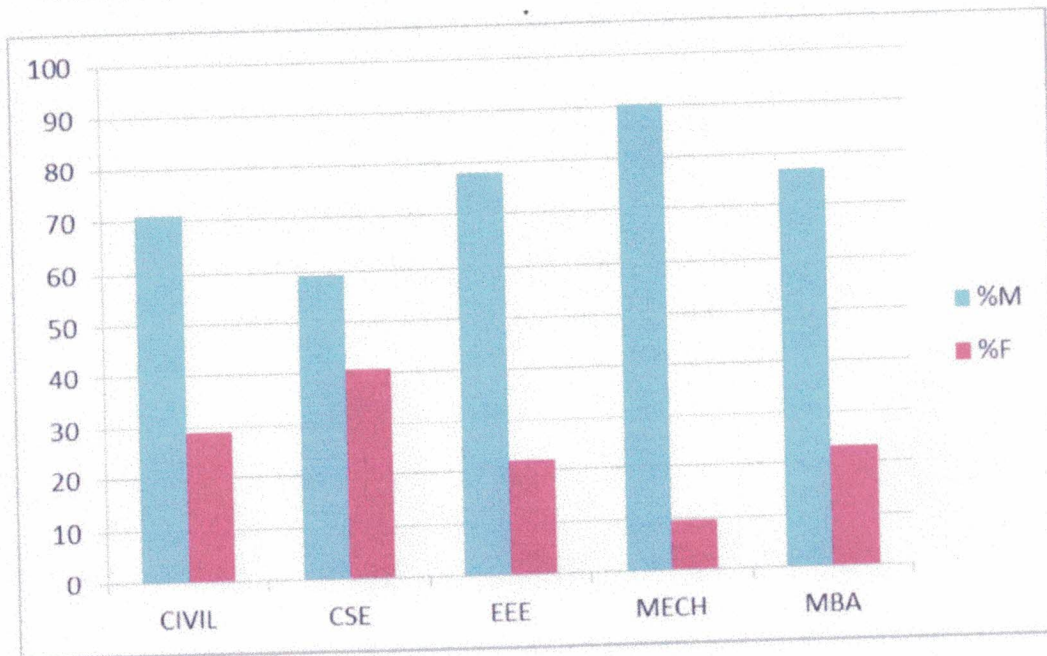


graph

The above diagram shows faculty wise gender difference in the students during the year 2021-22. As per data, it shows that the number of male students is greater than female students in CIVIL, CSE, E&TC, MECH and MBA whereas the number of female students is lower than male students in MECH and CIVIL faculty.

• 2022-23:-

Faculty	M	F	Total	%M	%F
CIVIL	44	18	62	70.96	29.03
CSE	104	72	176	59.09	40.90
EEE	78	22	100	78	22
MECH	113	12	125	90.40	09.60
MBA	103	31	134	76.86	23.13

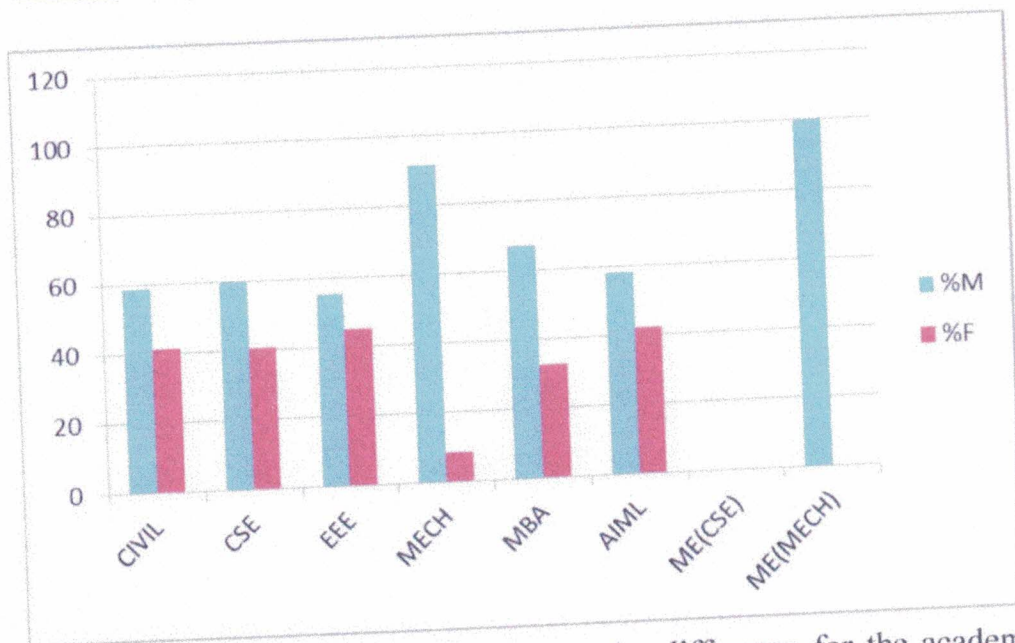


The above diagram represents faculty wise gender difference for the academic year 2022-23, which provides strength of students in various faculties of college. The faculties BCIVIL, CSE, E&TC, MECH and MBA indicates that the number of female students is lower than others.



□ 2023-24:-

Faculty	M	F	Total	%M	%F
CIVIL	10	7	17	58.82	41.17
CSE	105	71	176	59.62	40.34
EEE	43	35	78	55.12	44.87
MECH	43	4	47	91.48	08.52
MBA	120	58	178	67.41	32.59
AIML	25	18	43	58.13	41.87
ME(CSE)	0	0	0	0	0
ME(MECH)	6	0	6	100	0

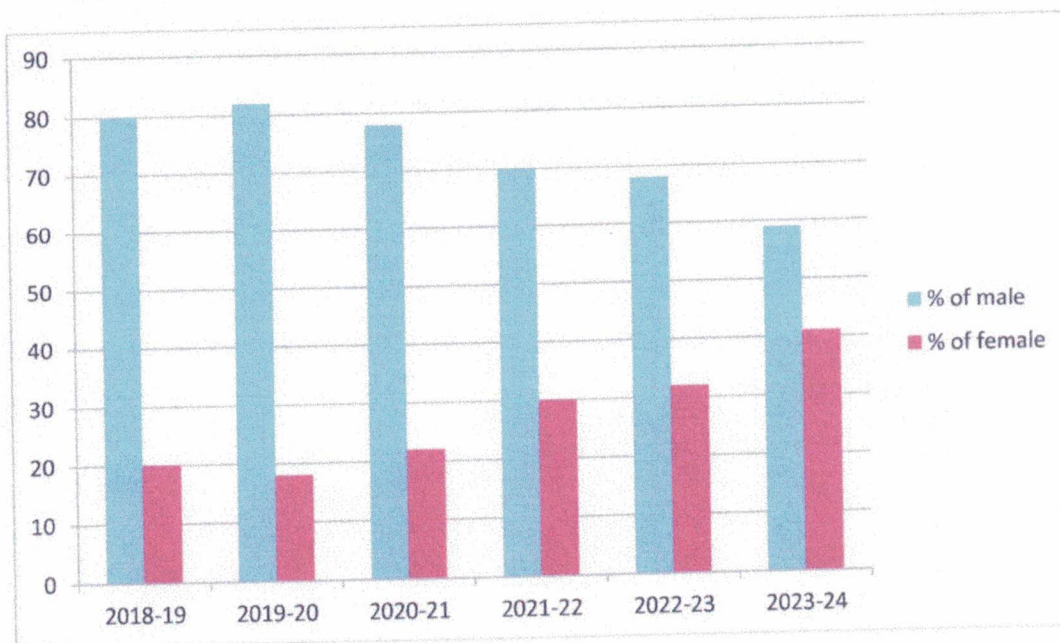


The above diagram represents faculty wise gender difference for the academic year 2023-24, which provides strength of students in various faculties of college. The faculties BCIVIL, CSE, E&TC, MECH and MBA indicates that the number of female students is lower than others.



I. Gender Difference in enrollment as NSS Volunteers:-

Year	M	F	%M	%F	Total
2018-19	40	10	80	20	50
2019-20	41	9	82	18	50
2020-21	39	11	78	22	50
2021-22	35	15	70	30	50
2022-23	34	16	68	32	50
2023-24	32	22	59	41	54



As above table shows that gender classification of NSS volunteers during the year 2018-2024. From this general trend shown, it appears that the total number of female enrollment increases.



4. PREVENTION OF SEXUAL HARASSMENT

An act to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. To eliminate unlawful discrimination and harassment "Internal Complaints Committee" is also formed in the college.

The college has following mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to harassment.

'Internal Complaints Committee'

The college has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal). The work of the committee involves research and extension. The committee conducts various programs, workshops, street play, self-defense training, yoga, health check-up camp, pre marriage counseling for women empowerment and gender sensation.

The "Internal Complaints Committee" has contributed to policy making on Women's



issues by organizing workshop on Women and Law, Women's Empowerment, Women and Human Rights.

The committee received two complaints of sexual harassment in the college came from the "*especially vulnerable groups*". The committee without disclosing the name, address, has kept the information confidential. The process of inquiry follows the rules and regulations of Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal).



5. SALIENT FEATURES AND RECOMMENDATIONS:-

✓ STRENGTHS AND GENDER SENSITIVE INITIATIVES IN ICEEM:-

It is found that the ICEEM has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in ICEEM are followings:

- The gender balance in student enrollment is the outcome of hostel accommodation to the girls as well as counseling of our teachers in slum areas.
- The college has Earn and Learn Scheme for economically marginalized students.
- The Day Care facility for the children of women as well as men employees shows that childcare is not the responsibility of woman alone.
- The “*Internal Complaints Committee*” at workplace is strengthened by organizing various activities.
- Women are represented in the top ranks of academic faculty.
- “*Internal Complaints Committee*” aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.
- The college monitors the experience of all students through annual Progress Review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The college committees allow resources for non-academic student activities on a gender –neutral basis.



- The college staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to all members of staff.
- Responses from students, staff and visitors to the college are regularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in this area are reported to the administration for action.
- Health check-up camps show the document of how many women and girls are anemic and underweight.

RECOMMENDATIONS FOR MAKING ICEEM A GENDER SENSITIVE COLLEGE:-

- **Women's representation in Local Management Council:-** No women's representation is found in Local Management Council of the college. The college authorities may consider appointing more women in the council.
- The college should be intended to build on this foundation to ensure that the inclusion of more women in decision-making be embedded in college practices.
- Authority should be considered to increase female staff in the Non-teaching Faculty.
- Permission should be given to start Women Study Centre to research in Gender balance equality.
- The Hostel area may be notified on the area marked for the use of the students staying on the Campus. One watchman should be appointed in the Hostel area.
- To avoid inequality care should be taken to appoint balanced number of conveners of the various internal committees of the college.

INTEGRATION OF GENDER STUDIES IN CURRICULA IN ICEEM:-

- The college is affiliated to the Dr. Babasaheb Ambedkar Marathwada University,

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ICEEM Gender Audit


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Aurangabad and follows semester introduced by the University. There are several ways of integrating gender perspective in Curricula.

GENDER COMPLAINTS AND GENDER PERSPECTIVE IN VARIOUS COURSES:-

- **Introduction of constitution of India**

In previous academic years, university has introduced a required topic called Constitution of India, which provides students with a greater understanding of the Indian constitution and human rights etc.



5. CONCLUSIONS

It is found that ICEEM has lots of strengths. The weaknesses can be overcome with efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, ICEEM would certainly make a mark even in the areas that need some improvements.



ALUMNI MEET



ALUMNI MEET



LADY STAFF



GENTS STAFF



INTERNATIONAL WOMEN DAY



CELEBRATION OF CONSTITUTION DAY



PARENT MEET



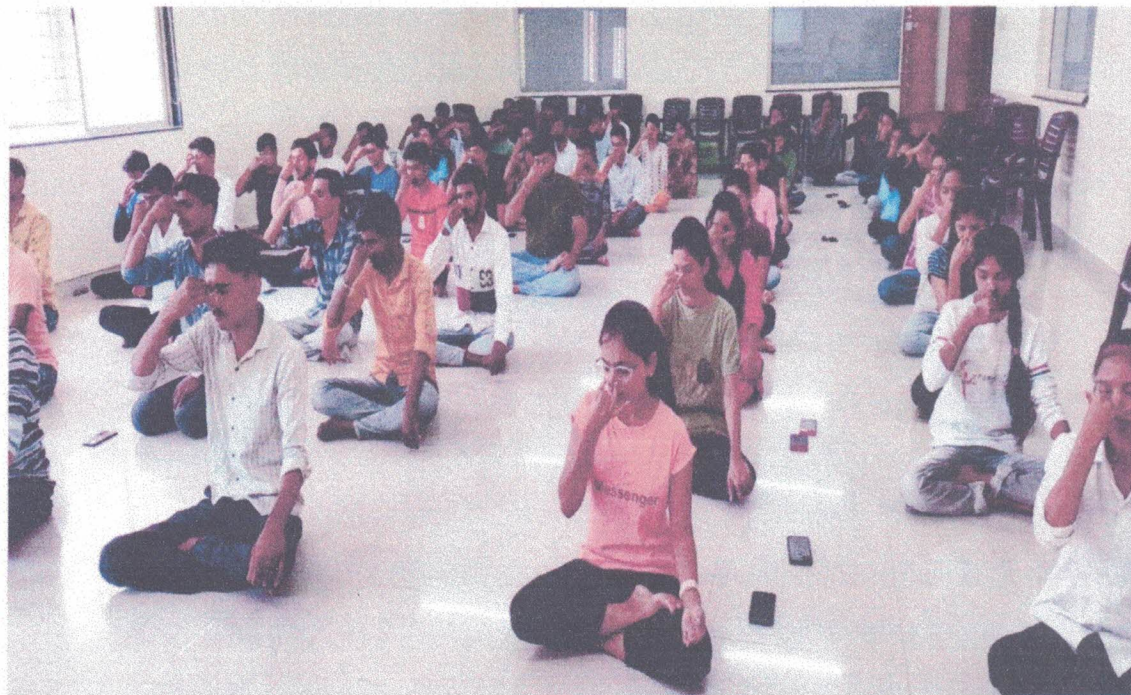
PARENT MEET



NSS TREE PLANTATION



NEP RALLY




YOGA AND MEDITATION



YOGA AND MEDITATION CENTER



CELEBRATION OF INTERNATIONAL YOGA DAY


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AWARATHON



INTERNATIONAL CONFERENCES


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TIFFAN



S EINDIA



S EINDIA
FF-HIGHWAY

Theme: 'Automated Multi-Vegetable Transplanter'

Participation Certificate

This is to certify that

Mr/Ms. Gayatri Taware representing team
ICEEM-KITS - ICEEM has participated
in 6th Edition TIFAN (Technology Innovation Forum for Agricultural Nurturing) 2024 Qualifying Round
held virtually on Jan 6, 2024.

Ajay

Mr. Ajay Aggarwal
Convener, TIFAN 2024

C.V. Raman

Mr. Raman C.V.
President, SAEINDIA



Mahindra

MathWorks

MKT

ALTAIR

STEEL

MAGIC

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TIFFAN CERTIFICATE

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INDOOR SPORT



OUTDOOR SPORT



CULTURAL ACTIVITY


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DRWS
INTERNATIONAL CENTRE OF EXCELLENCE IN
ENGINEERING AND MANAGEMENT (ICEEM)
N/AAC ACCREDITED



Date: 01/09/2023

MOM of Committee of Gender Equality 2023-2024

Minutes of meeting of Gender Equality cell/Committee, ICEEM's College held on 1st September 2023 at 11 am in the board room under the president Dr. C.S. Padmavat and all committee members of Gender Equality committee.

Members Present:

Sr No	Name of Member	Designation	Signature
1	Dr. C.S. Padmavat	President	
2	Prof. H.L. Jadhav	IQAC Coordinator	
3	Prof. Vinod B. Shikhare	Coordinator	
4	Prof. A.T. Kunte	Co-Coordinator	
5	Prof. S.B. Janjai	Teacher Representative	
6	Kalidas Kankute	Alumni Representative	
7	Pratik Sartape	Student representative	
8	Mr. M.B. Bora	Social Representative	

After prolong discussion the following resolutions are adopted unanimously.

1. Confirmation of Minutes of last meeting
2. The college authority will implement the admission quota of Male/Female as per norms of the UGC/State government.
3. The members Resolve to counsel and guide Male/Female students and help them to manage academic and personal issues of college life effectively.
4. The members resolve to arrange for special opportunities to enhance the Career growth.

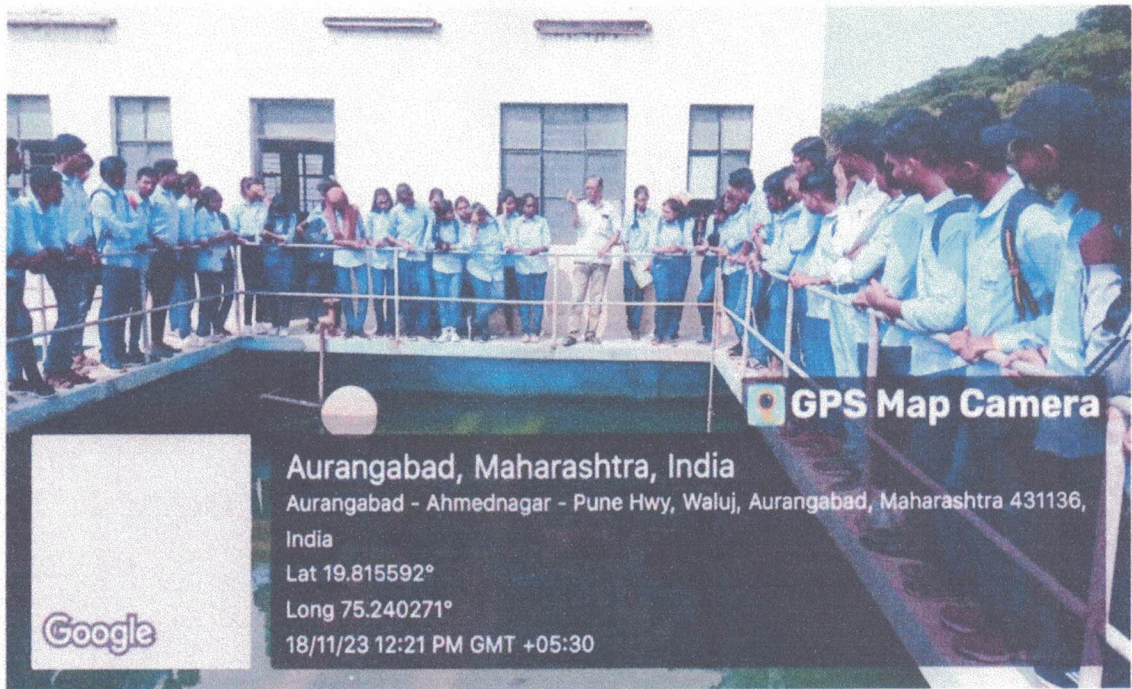
Coordinator

President / Campus Director

Add.: Gut No 4, Opp. Bajaj Auto Ltd. Main Gate, Aurangabad - Pune National Highway, Aurangabad - 431136 (MS) India.
Telephone : 0240 - 2550101 to 10 | Telefax 0240 - 2550111

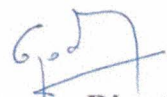
GENDER EQUALITY CELL


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FIELD VISIT


IQAC


Campus Director


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