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# GENDER AUDIT REPORT


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An Initiative by



RAAK COLLEGE OF ENGINEERING  
AND TECHNOLOGY

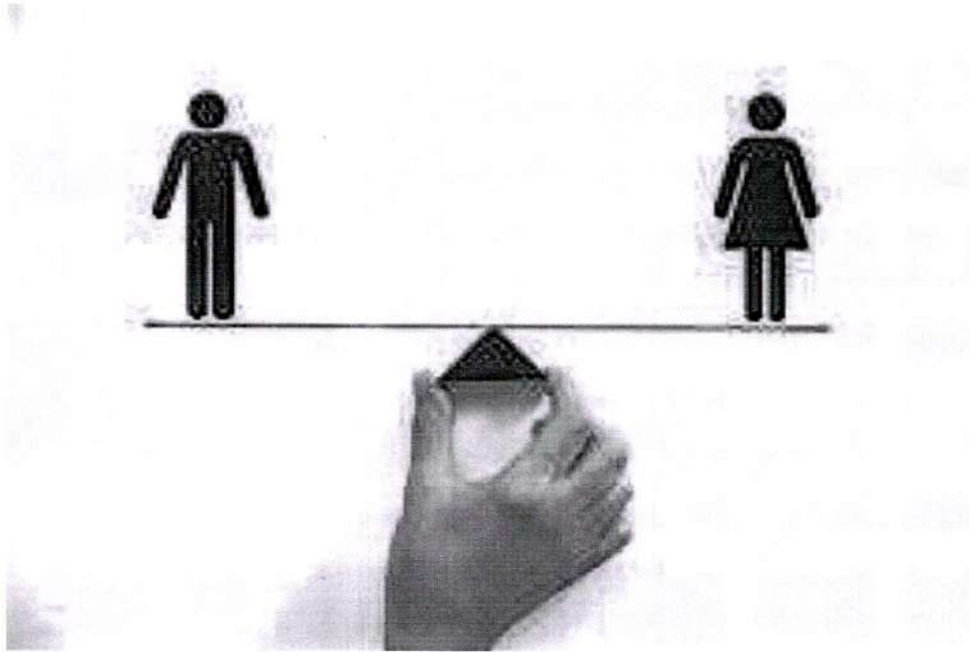


  
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## Gender Audit Report

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### GENDER AUDIT REPORT

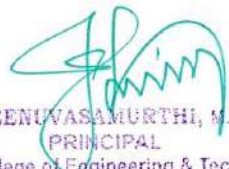
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Dated: 07<sup>th</sup> July 2023



  
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### Acknowledgement

We extend our gratitude to Dr. S. Seenuvasamurthi, Principal, and Mr. K. Murugan, IQAC Coordinator (HOD/ECE), for their assistance in providing gender-related data and facilitating the necessary information procurement for our audit.

RAAK College of Engineering and Technology, situated at No.1, Muthupillai Palayam Road, G.N. Palayam, Puducherry – 605 110, is part of the Farouk Educational Trust, established in 2003 by Mr. B. Mohamed Farouk. Known for its commitment to quality education, the institution has global business connections that enhance its educational offerings.



  
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# Gender Audit Report

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## Table of Contents

1. Foreword	
1.1 About the Higher Education Institute.....	5
1.2 Objectives of the Audit Report.....	5
2. Methodology.....	7
3. Findings & Observations.....	7
4. Recommendations .....	22



  
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## Gender Audit Report

### 1. Foreword

#### **1.1 About the Higher Education Institute (HEI)**

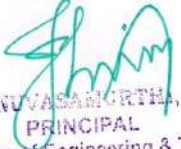
RAAK COLLEGE OF ENGINEERING AND TECHNOLOGY, No.1, Muthupillai Palayam Road, G.N. Palayam, Puducherry – 605 110 is a part of Farouk Educational Trust, which was established in the year 2003 by the Founder and Chairman Mr. B. Mohamed Farouk.

RAAK College of Engineering and Technology is stretched over an area of 15.25 acres in a green clean neat and spacious environment. It is fully self-contained campus with requisite infrastructure based on AICTE norms. The green building, Mechanical block, CSE & IT block, EEE & Library block, ECE, EEE block, forms the major academic wings with modernized classrooms and ICT facilities, laboratories, seminar halls, meeting rooms / board rooms, Placement cell, tutorial rooms that are adequate to provide a good learning ambience to students. To nurture learning, a wide array of sophisticated equipment is available in all the laboratories. The central library stands as a veritable treasure trove of knowledge, offering an extensive array of sources to enrich academic pursuits. With its vast collection of books, journals, periodicals, and digital resources, students and faculty alike have access to a diverse range of information spanning numerous disciplines. From historical texts to cutting-edge research publications, the library caters to the diverse interests and requirements of its users. Additionally, its tranquil atmosphere and modern facilities provide an ideal environment for focused study and scholarly exploration. Whether delving into the depths of literature or conducting in-depth research, the central library serves as an invaluable resource hub, nurturing intellectual curiosity and fostering academic excellence.

#### **1.2 Objectives of the Audit Report**

Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender and promotes gender neutrality in education. A non-discriminatory educational environment is essential



  
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for effective knowledge dissemination and learning. The Constitution of India upholds gender parity through its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles. Article 14 ensures "equality before law," guaranteeing universal rights regardless of birth, ethnicity, gender, or race. Article 15(1) prohibits the state from discriminating on grounds of sex, race, nationality, caste, or ethnicity. Article 15(3) mandates special provisions to benefit women, supported by laws such as the Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, and amendments like the Hindu Succession Act.

Similarly, Article 16 mandates equal opportunities, while Article 39(a) directs policies towards ensuring a decent standard of living for women and men. Article 39(d) advocates for "equal wages for equal work," and Article 42 mandates fair working conditions and maternity benefits. Article 243(D) and (T) reserve one-third of seats for women in Panchayats and Municipalities, further reducing gender inequality. Indian Constitution provisions, particularly Article 15(1), are crucial in higher education institutes, where students' maturity fosters greater outreach through the promotion, implementation, and monitoring of gender equality policies.

Societies valuing gender equality are safer and healthier, fostering equitable societies where all can achieve their full potential regardless of gender identity. Upholding dignity and ensuring proper treatment, workplace guidelines like the Vishaka Guidelines and the Sexual Harassment at Workplace Act, 2013 protect college employees. Recognizing constitutional principles, the UGC's Saksham guidelines since 2014 mandate gender sensitization, institutional redress mechanisms, specific facilities on campuses, and support for women students and staff. RAAK College of Engineering and Technology envisions a society with equal opportunities and has requested a Gender Audit to ensure gender equality on campus. This audit aims to report findings and recommendations in line with the institute's objectives, as per the management's work order.



  
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### 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 2022-2023 together with the finding of the online meeting has been analyzed. The broad gender sensitive indicators which have been studied in detail include the following:

- Gender balance in Students, Teaching & Non-Teaching Staff – male and female
- 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 RAAK College of Engineering and 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 (Anti - 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



  
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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.


Women Empowerment Cell is highly active and work whole year for students and staff. 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 segregated data on students and faculty in various departments at UG/PG level.**

### Total number of students

Academic Year	2022-2023
Number	413
Boys	297
Girls	116



  
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### Gender Profile of the Academic Staff 2022-2023

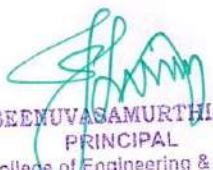
Academic Year	Female	Male	Total
2022-2023	33	28	61

### Gender balance among the Employees (Non-Academic)

This standard aims to eliminate bias and promote parity through recommending that organizations have a balanced mix of men and women in governing structures and management, ensure both sexes are treated equally when it comes to recruitment, career opportunities and pay, and make sure the needs of men and women are given equal consideration in the institution's decisions and activities.

Academic Year	Female	Male	Total
2022-2023	13	6	19



  
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### Gender balance in committees (2022-2023)

Name of the Committee	Female (Members)	Male (Members)
Students Counselling Cell	07	06
Feedback committee	02	07
Training and Placement Cell	03	04
Anti-Ragging Cell	02	08
SC/ST Cell	03	04
Grievance Redressal Committee	01	05
Internal Complaints Committee	06	01
Alumni Committee	02	09
Women Empowerment Cell	102	01
Red Ribbon Club	21	74
ECO club	40	76
National Service Scheme	33	90
Staff Recreation Club	15	20
Tech Club	31	63
Professional Society Chapter / Department Associations	92	226
Cultural Club	30	62
Blood Donor Club	13	82



  
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### Student Support and Progression

There are numerous ways in which the vision for gender sensitivity is being fostered in the college. 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, RAAK College of Engineering and Technology reflects the progress of the country at large. However, "Empowerment" is a comprehensive term.

### Students benefitted by various Scholarship for 2022-2023

Academic Year	Name of the Scheme	Number of the girl student benefitted by the scheme and amount
2022-2023	FFS	02
2022-2023	Free ship	21
2022-2023	MGMT	06
2022-2023	NSP Minority CS	01
2022-2023	NSP-Post Matric	08
2022-2023	NSP -Post Matric OBC	01
2022-2023	PKFAS	67



  
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### Availability of women counselors, Anti-sexual harassment cell


In the year 2018, the Anti-Sexual Harassment cell was renamed as The Internal Complaints Committee

- ✦ Doctor is available thrice a week in Medical Room inside the campus while nurse is available throughout the week during college hours. In case of emergency, students are escorted to nearby hospital.
- ✦ Counsellor is available on alternate days
- ✦ Wheelchair is available for differently abled students at entrance gate of the college

### Healthy Practices

- a. Number of gender sensitization programmes conducted. Number of women-related themes and topics taken up for discussion and debates.
- c. Number of leadership camps organized for the personality development of women students.



  
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### GENDER SENSITIZATION ACTIVITIES

S.NO	Schedule	Activity	Objectives	Students & Dept	Date of Action Taken
1.	2022-2023	International Women's Day Events	IWD provides an opportunity to raise awareness about women's history, achievements, and challenges. By focusing on a specific day, we can collectively learn more about bias, discrimination, and inequity, leading to actionable steps for positive change	B. TECH GIRLS (CSE, IT, EEE & ECE)	08.03.2023
2.	2022-2023	International Day of Women and Girls in Science	Educate students about the role and contributions of women and girls in science and technology	B. TECH GIRLS (CSE, IT, EEE & ECE)	11.02.2023
3.	2022-2023	Online webinar on Cyber Safety: Protecting Yourself Online	Educate students about the importance of cyber security and the risks associated with online activities. Encourage students to adopt safe online practices. Topics to cover include securing devices, using strong passwords, and recognizing suspicious websites	B. TECH GIRLS (CSE, IT, EEE & ECE)	07.11.2022

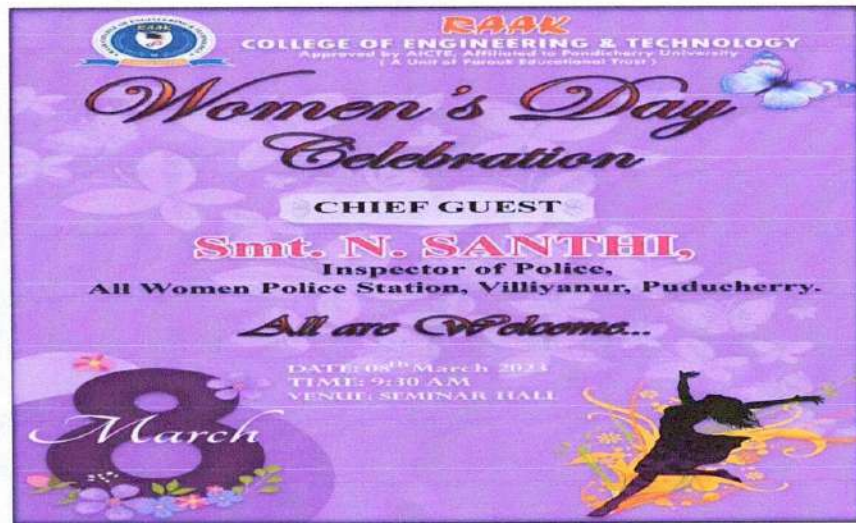


  
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### Gender sensitization activities



  
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# Gender Audit Report

Women's Day Celebration 08/03/2023

**RAAK**  
**COLLEGE OF ENGINEERING AND TECHNOLOGY**  
 (Approved by AICTE, New Delhi, Affiliated to Pondicherry University)  
 (A Unit of Farouk Educational Trust)

**FEB 11**  
**INTERNATIONAL**  
**DAY OF WOMEN AND GIRLS IN**  
**SCIENCE**

**WOMEN ACHIEVED IN SCIENCE**

 Ching-Shun Shiu Chemist	 Anjali Arora Biologist	 Sarath Rangaswamy Biochemist	 Anand Gnanaprakasam Chemist	 Kadambini Ganguly Physician
 Vasudha Ramesh Aeronautical Engineer	 Ansa Mani Metallurgist	 Renuka Chidambaram Engineer	 Ramon Parvathi Mathematician	 Bisha Choudhury Physicist
 Kamal Rajashekar Physicist				

**You cannot hope to build a better world without improving the individuals.**  
 -Marie Curie

[www.raakengg.com](http://www.raakengg.com) [raakengg@gmail.com](mailto:raakengg@gmail.com)

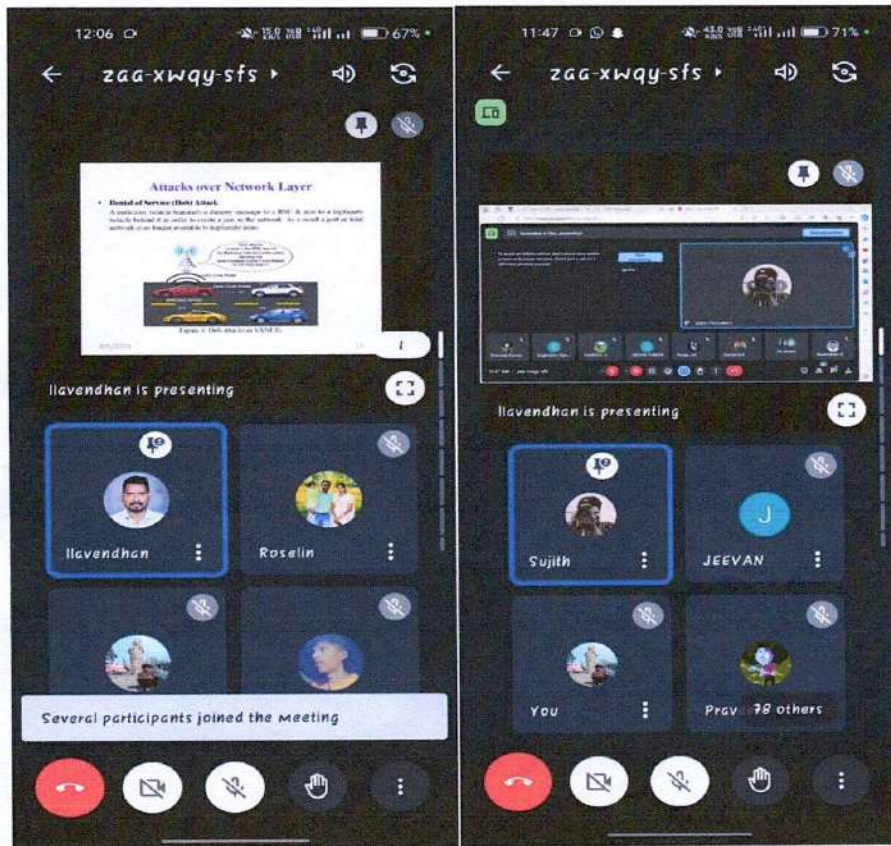
International day of Women and Girls in science 11/02/2023



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### Online Webinar on Cyber Safety 07/11/2022

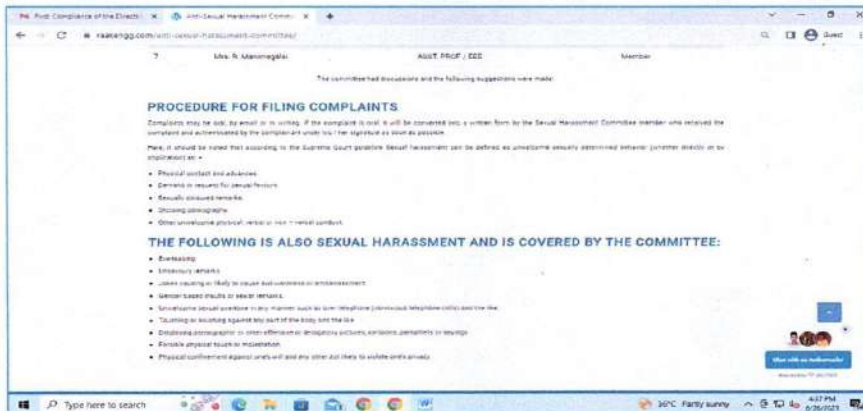
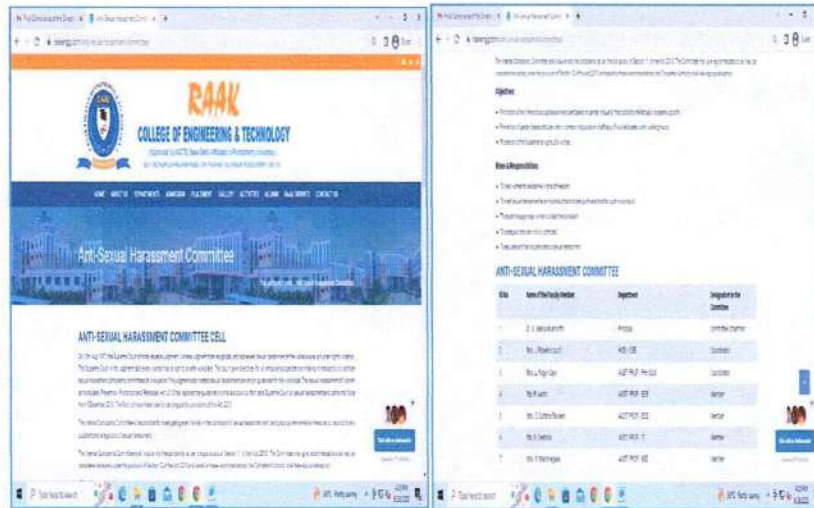


  
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## Website Screenshots



  
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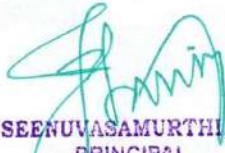


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**Anti-sexual harassment awareness posters in college campus**




  
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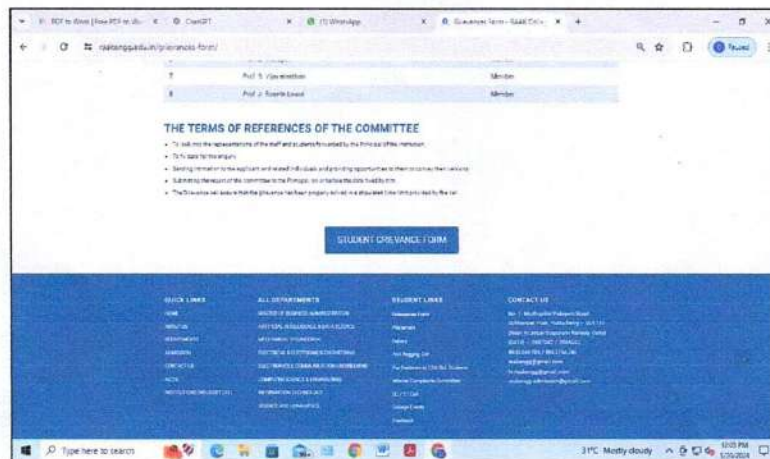
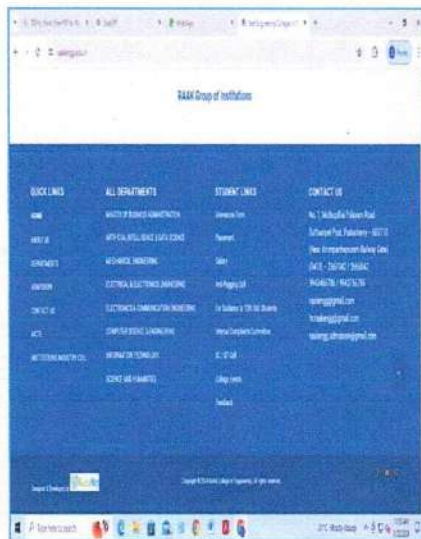
### CCTV MONITORING



  
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## Grievance Redressal Mechanism



  
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### 4. Recommendations

RAAK College of Engineering and Technology conveys the three virtues of human life: knowledge, modesty and sense of duty. Since its inception, the College has not only made substantial progress in the field of education, but also contributed immensely towards nation building. Many of its students and alumni have reached great heights and achieved national and international recognition. The College aims at being a leader in creating unique and exclusive learning opportunities in all disciplines of study that ultimately lead to the advancement of learning and creation of a sustainable society and environment.

A sustainable society can only be created with the appropriate and equitable representation of both genders. It is observed that the adequacy of facilities, policies as well handling capabilities of the administration is very high, but at the same time there is scope for enhancing the same to a much higher level. This can be attained by dissemination of gender related data at prominent places. It is suggested to sensitize the students and the teaching community through newsletters, regular communication, seminars and self-defense classes. A notable number of respondents have stated that there is lack of awareness on existence of gender-friendly policies and procedures in the College.

It is recommended to conduct frequent awareness drives to cover the existing communication gap. To ensure the safety of the youth, it is proposed to appoint lady guards. As the College is always under CCTV surveillance, it is suggested to make the students aware of this information. The faculty and students may jointly publish research articles pertaining to gender sensitive issues.

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