

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during last five years (From 2018-2019 to 2022-2023)

Gender Audit Report

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PRINCIPAL
GOVT. COLLEGE OF ENGG.,
SALEM-636 011

Anti-Gender Harassment Committee

Academic Year 2018-2019:

Chairman	Principal	Dr. G. Vimala Rosaline
Members	Convener	Dr. R. Vimala, HOD/Physics
	Senior Female Professor-1	Dr. R. Vimala, HOD/Physics
	Senior Male Professor -1	Dr. J.S. Christy Mano Raj, Asst. Prof./EEE
	NGO	Mrs. Ruby Thiyagarajan, General Secretary, YWCA Child Line Trust, Salem

Academic Year 2019-2020:

Chairman	Principal	Dr. G. Vimala Rosaline
Members	Convener	Dr. V. Geetha, Prof. & HOD / EEE
	Senior Female Professor-1	Dr. P. Karpagavalli, Asso. Prof. (CAS) / EEE
	Senior Male Professor -1	Dr. K. Venkatesan, Asst. Prof./Mett.
	NGO	Mrs. Ruby Thiyagarajan, General Secretary, YWCA Child Line Trust, Salem

Academic Year 2020-2021:

Chairman	Principal	Dr. C. Vasanthanayaki
Members	Convener	Dr. V. Geetha, Prof. & HOD / EEE
	Senior Female Professor-1	Dr. P. Karpagavalli, Prof. (CAS) / EEE
	Senior Male Professor -1	Dr. K. Venkatesan, Asso. Prof. (CAS) / Mett.
	NGO	Mrs. Ruby Thiyagarajan, General Secretary, YWCA Child Line Trust, Salem

Academic Year 2021-2022:

Chairman	Principal	Dr. C. Vasanthanayaki
Members	Convener	Dr. V. Geetha, Prof. & HOD / EEE
	Senior Female Professor-1	Dr. P. Karpagavalli, Prof. (CAS) / EEE
	Senior Male Professor -1	Dr. K. Venkatesan, Asso. Prof. (CAS) / Mett.
	NGO	Mrs. Ruby Thiyagarajan, General Secretary, YWCA Child Line Trust, Salem

Academic Year 2022-2023:

Chairman	Principal	Dr. R. Malayalamurthi
Members	Convener	Dr. V. Geetha, Prof. & HOD / EEE
	Senior Female Professor-1	Dr. P. Karpagavalli, Asso. Prof. (CAS) / EEE
	Senior Male Professor -1	Dr. K. Venkatesan, Asst. Prof./Mett.
	NGO	Mrs. Ruby Thiyagarajan, General Secretary, YWCA Child Line Trust, Salem

Women Empowerment Cell

Vision:

- Maintaining and strengthening the status of Women in the campus.

Mission:

- To provide awareness of gender sensitization and women's rights.
- To promote general wellbeing of the female students, teaching, non-teaching, contractual and daily wage women employees of GCE Salem.

Aims and Objectives

- To develop the self-confidence of Women.
- To build a gender sensitive campus.
- To guide about Women Welfare Laws.
- To assert the importance of spiritual, economic, social, racial and gender equality.
- To highlight the importance of health and hygiene of the female students, teaching, and non-teaching women staff of the College.
- To organize seminars, workshops related to the development of female students, teaching, and non-teaching women staff of the College.
- To prevent sexual harassment and to promote general well-being of female students, teaching, and non-teaching women staff of the College.
- To provide guidelines for the redressal of grievances related to sexual Harassment of female students, teaching, and non-teaching staff of the college.

Gender Equity Policy

1. **Introduction:** Government Engineering College Salem acknowledges the importance of having a diverse workforce in achieving its educational vision statement. To ensure equal treatment and opportunities, Government Engineering College Salem has implemented a Gender Equality Policy that prohibits discrimination against job applicants and employees based on age, gender, marital or civil partnership status, pregnancy, maternity, family responsibilities, sexual orientation, or gender identity.

The Policy guarantees that all Government Engineering College Salem students and staff will be treated fairly and with respect.

They are entitled to a workplace free from harassment and discrimination. Harassment is defined as any unwanted behaviour based on any of the characteristics mentioned above that has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment. Discrimination occurs when someone is treated less favourably than another person because of any of the characteristics mentioned above.

Furthermore, the Policy ensures that every employee can contribute and achieve their potential.

2. **Related policies:** Government Engineering College Salem has taken proactive steps to create, support systems to reduce the gender gap in academic and administrative domains by establishing the Centre for Empowerment of Women, Anti Gender Harassment/Prevention of Sexual Harassment Cell, Grievance Redressal Cell, Counseling facilities, and Students Clubs with equal representation of boys and girls to provide mentoring, scholarships, and targeted support.
3. **Scope of the policy:** The Gender Equality and Diversity Policy at the Workplace applies to all employees of Government Engineering College Salem, regardless of their employment status, whether full-time, part-time, temporary, or permanent, and irrespective of their location within

the Government Engineering College Salem offices. The policy covers various aspects, including recruitment, selection, and promotion, terms and conditions of employment, professional development, and flexible working arrangements.

4. **Responsibility for the policy:** Government Engineering College Salem is committed to promoting diversity in its senior management and governance structures. The Principal, HODs of the respective departments and the committee such as POSH, Anti Gender Harassment cell, and Grievance Redressal Cell are responsible for monitoring the policy and addressing any complaints received.

5. **Annual gender sensitization plan:** Government Engineering College Salem has made it a priority to promote gender equality policies and initiatives.

- To this end, the college has established a Women Empowerment Cell, along with other essential measures, to bring about positive change in mentalities and practices that support equity among genders on campus and beyond.
- The college is committed to promoting values such as equality, inclusion, respect for human dignity, fairness, and justice for all.
- It recognizes and supports diverse talent and is committed to teaching future generations and being a role model in countering existing inequalities.

6. **Women empowerment cell:**

As Per Sustainable Development Goal (SDG) - 5 which is **Women's equality and empowerment** the Government Engineering College has the following vision and missions:

Vision:

- Maintaining and strengthening the status of Women on the campus.

Mission:

- To provide awareness of gender sensitization and women's rights.
- To promote the general well-being of the female students, teaching, non-teaching, contractual, and daily wage women employees of Government

Engineering College Salem.

Aims and Objectives:

- To develop the self-confidence of Women.
- To build a gender-sensitive campus.
- To guide about Women's Welfare Laws.
- To assert the importance of spiritual, economic, social, racial, and gender equality.
- To highlight the importance of health and hygiene of the female students, teaching, and non-teaching women staff of the College.
- To organize seminars, and workshops related to the development of female students, teaching, and non-teaching women staff of the College.
- To prevent sexual harassment and to promote the general well-being of female students, teaching, and non-teaching women staff of the College.
- To provide guidelines for the redressal of grievances related to sexual Harassment of female students, teaching, and non-teaching staff of the college.

Government Engineering College Salem through its proactive faculty, staff, and student programs, will annually investigate the following:

- Promoting communication with respect for human dignity and social responsibility.
- Allow the recognition of multidimensional representations of women and men. Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for Students and employees.

7. General Policy Statements:

- Government Engineering College Salem is consistently promoting a working environment where all the students and employees are treated with respect and dignity. Government Engineering College Salem ensure that no one is disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.
- Government Engineering College Salem challenges discriminatory

behaviours or attitudes wherever they occur and respond swiftly and sensitively to any incidences of discrimination.

- Government Engineering College Salem also ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible where the expression of those beliefs does not impinge on the legitimate rights of others.
 - To promote gender sensitization, Government Engineering College Salem has an annual action plan that focuses on various aspects as given by. These include digital literacy, entrepreneurship workshops, women in science, women-focused workshops, legal awareness of women's rights, and women-driven campaigns.
 - Government Engineering College Salem is constantly adding more initiatives to promote skilling and equipping among women based on the need to ensure equal opportunities in all Classroom and office environments.
8. **Grievances, disciplinary action, and termination of employment:** It is committed by the Government Engineering College Salem that fairness and uniform treatment will be ensured for all employees in relation to grievance and disciplinary procedures. This encompasses disciplinary warnings, dismissal, or any other disciplinary actions that may be deemed necessary. It will be ensured that redundancy criteria and procedures are carefully monitored to be fair, objective, and non-discriminatory against any employees, whether directly or indirectly.
9. **Breaches of this policy:** It is considered important by the staff to utilize the grievance procedure if they wish to lodge a formal complaint regarding any incidents of harassment or discrimination. Information on available options and support can be found in the Anti-Harassment Policy by staff members who feel harassed. Gross misconduct, which may lead to penalties including dismissal, will be the consideration for serious breaches of the Workplace Gender Equality Policy. Those found guilty of such misconduct will be addressed according to the disciplinary procedures as outlined in national legislation. The protection of staff members who report any incidents of harassment or discrimination

under the terms of this policy is a commitment held by Government Engineering College Salem. Any form of retaliation or victimization against employees who have reported misconduct or are suspected of doing so will not be tolerated by Government Engineering College Salem. Actions that might be recommended, threatened, or undertaken to the detriment of an employee who has reported misconduct can include retaliation, which will lead to disciplinary proceedings, up to and including dismissal, against anyone who retaliates against a person reporting a breach of this policy.



Principal

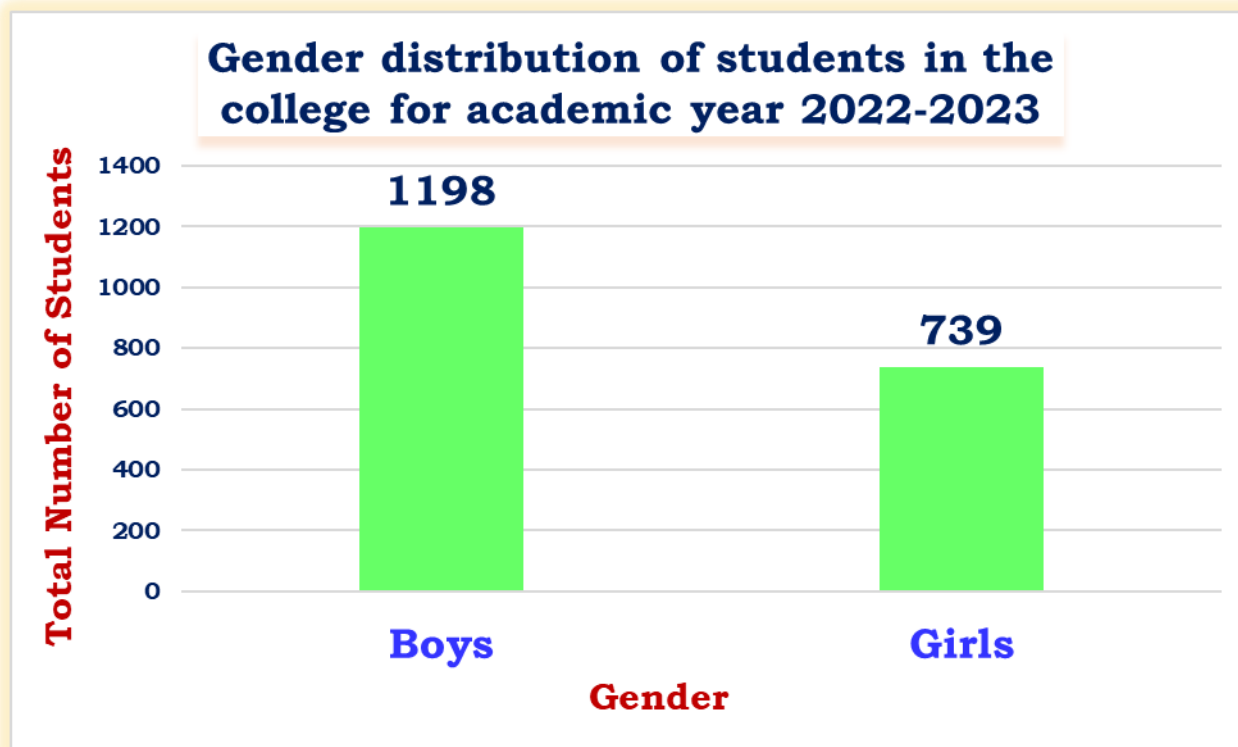
Data Analysis

Gender distribution of students in the college for academic year 2022-2023

Department	I Year			II Year			III Year			IV Year		
	Male	Female	Total no of Students	Male	Female	Total no of Students	Male	Female	Total no of Students	Male	Female	Total no of Students
Civil	44	68	112	51	66	117	62	63	125	68	51	119
Mechanical	95	9	104	97	12	109	112	13	125	119	9	128
EEE	32	27	59	27	31	58	32	33	65	42	23	65
ECE	18	30	48	24	30	54	32	30	62	38	28	66
CSE	29	25	54	27	26	53	34	24	58	35	28	63
Metallurgical	28	26	54	34	22	56	42	21	63	47	11	58
M.E-Thermal Engineering	1	2	3	3	-	3	-	-	-	-	-	-
M.E – Computer Aided Design	4	-	4	2	1	3	-	-	-	-	-	-
M.E-Power Electronics and drives	1	6	7	1	4	5	-	-	-	-	-	-
M.E-Communication Systems	0	2	2	0	1	1	-	-	-	-	-	-
M.E-Welding Technology	0	1	1	2	2	4	-	-	-	-	-	-
M.E-Structural Engineering	9	6	15	6	8	14	-	-	-	-	-	-
TOTAL	261	202	463	274	203	477	314	184	498	349	150	499
Grand Total = 1937												

Gender distribution of students in the college for academic year 2022-2023

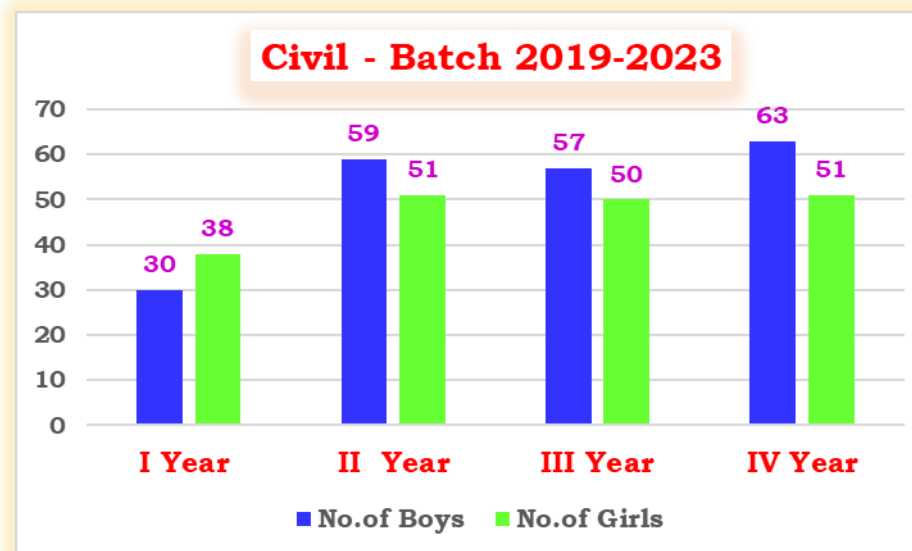
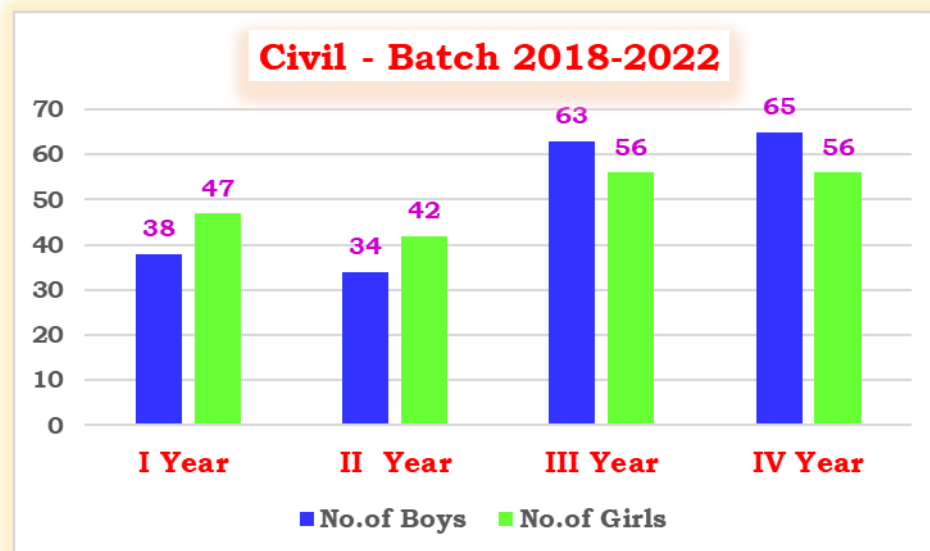
Gender/ Academic Year	2022-2023
Boys	1198
Girls	739
Total	1937



Gender distribution based on academic performance yearwise (2018-2023)

Department of Civil Engineering

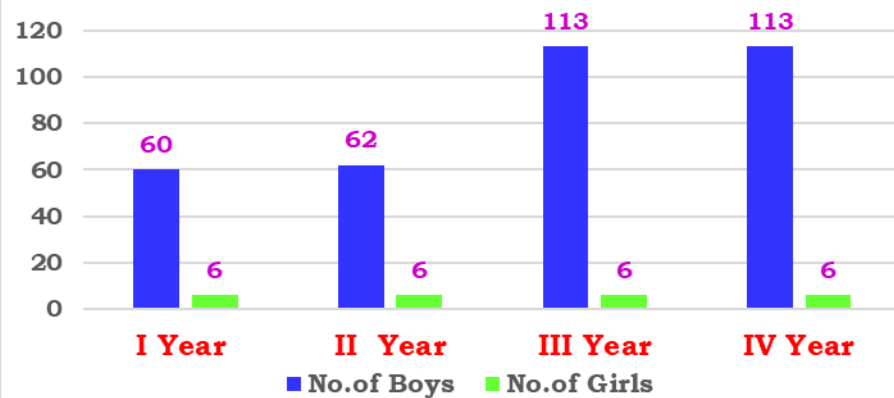
Year	Batch	No.of Boys	No.of Girls	Total
I Year	2018-2022	38	47	85
I Year	2019-2023	30	38	68
II Year	2018-2022	34	42	76
II Year	2019-2023	59	51	110
III Year	2018-2022	63	56	119
III Year	2019-2023	57	50	107
IV Year	2018-2022	65	56	121
IV Year	2019-2023	63	51	114



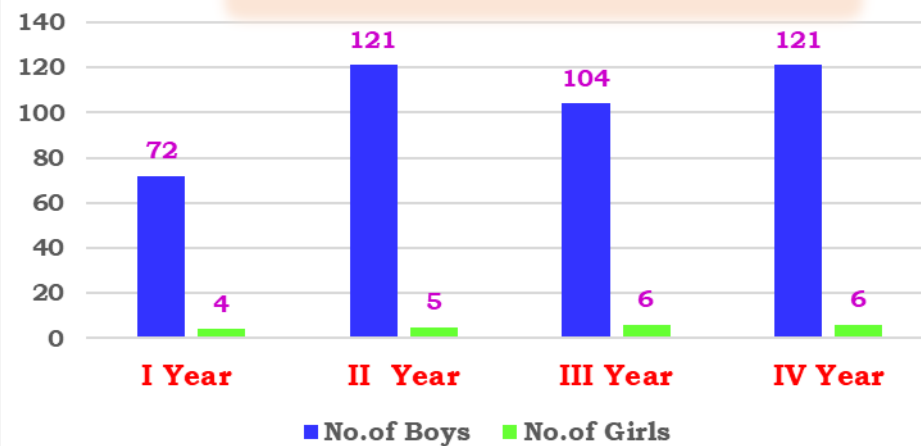
Department of Mechanical Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2018-2022	60	6	66
I Year	2019-2023	72	4	76
II Year	2018-2022	62	6	68
II Year	2019-2023	121	5	126
III Year	2018-2022	113	6	119
III Year	2019-2023	104	6	110
IV Year	2018-2022	113	6	119
IV Year	2019-2023	121	6	127

Mechanical - Batch 2018-2022

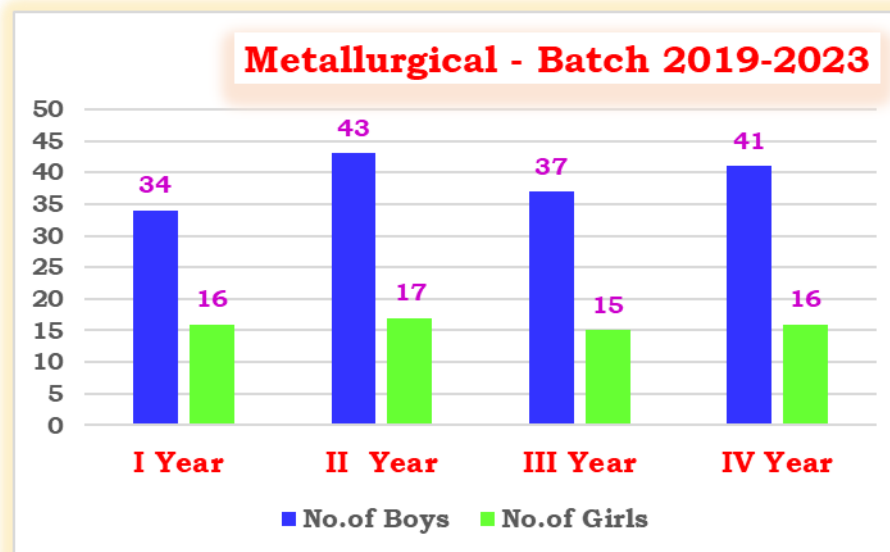
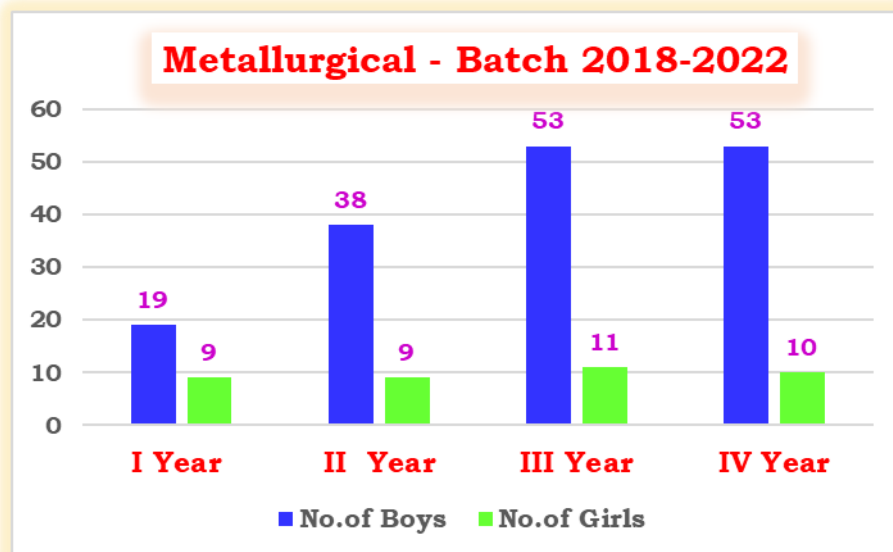


Mechanical - Batch 2019-2023



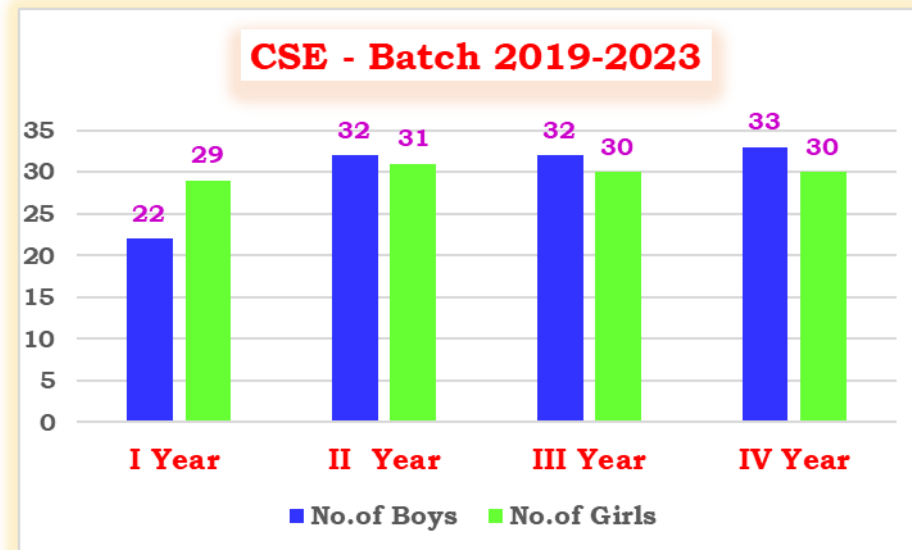
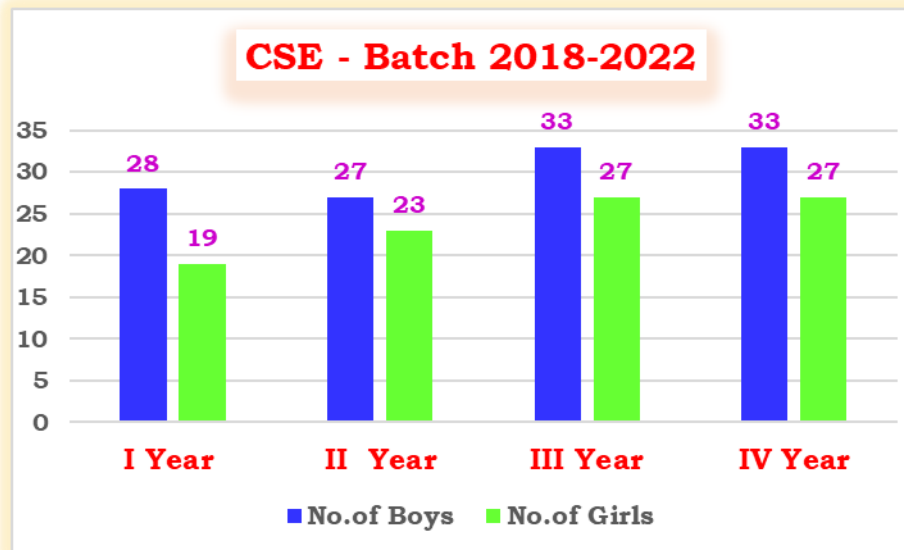
Department of Metallurgical Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2018-2022	19	9	28
I Year	2019-2023	34	16	50
II Year	2018-2022	38	9	47
II Year	2019-2023	43	17	60
III Year	2018-2022	53	11	64
III Year	2019-2023	37	15	52
IV Year	2018-2022	53	10	63
IV Year	2019-2023	41	16	57



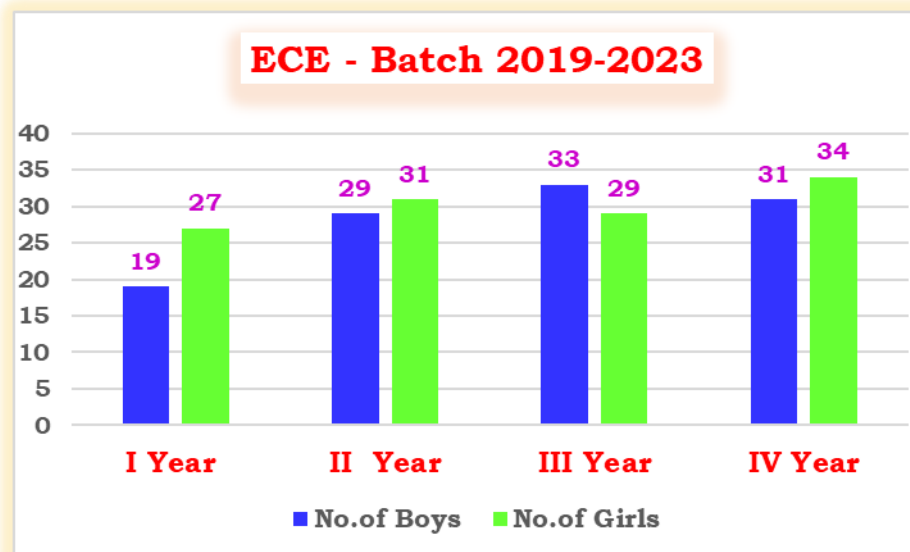
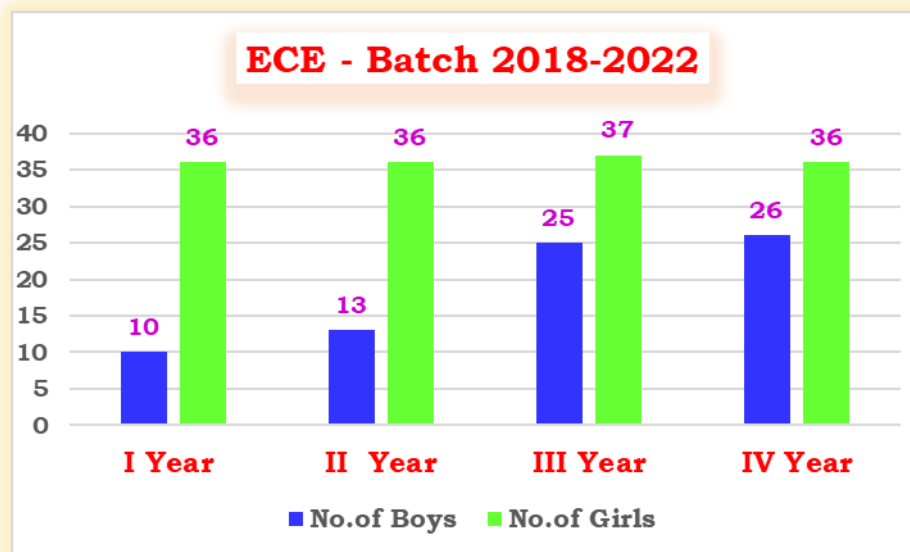
Department of Computer Science and Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2018-2022	28	19	47
I Year	2019-2023	22	29	51
II Year	2018-2022	27	23	50
II Year	2019-2023	32	31	63
III Year	2018-2022	33	27	60
III Year	2019-2023	32	30	62
IV Year	2018-2022	33	27	60
IV Year	2019-2023	33	30	63



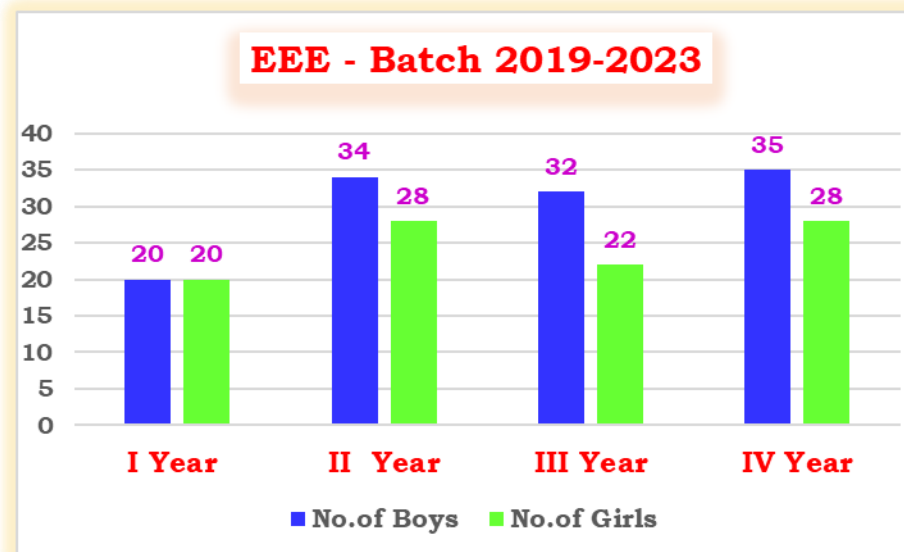
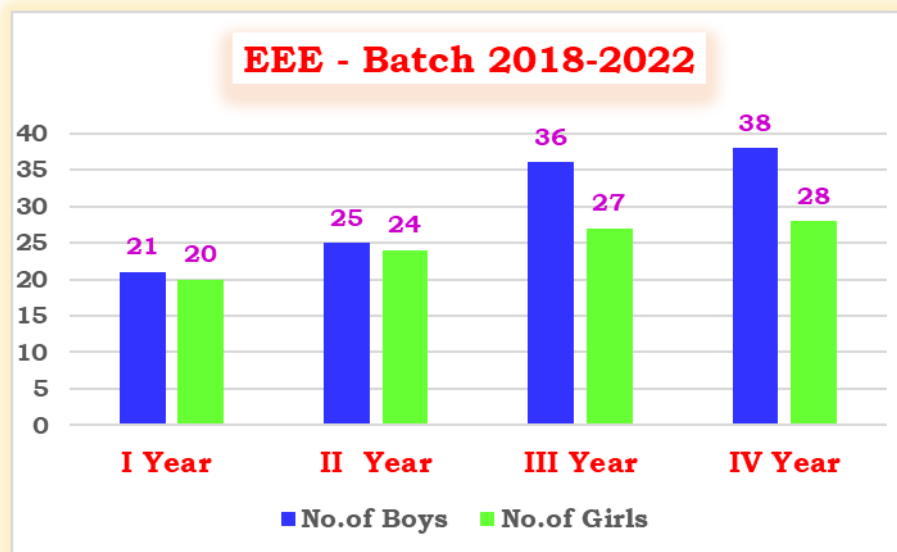
Department of Electronics and Communication Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2018-2022	10	36	46
I Year	2019-2023	19	27	46
II Year	2018-2022	13	36	49
II Year	2019-2023	29	31	60
III Year	2018-2022	25	37	62
III Year	2019-2023	33	29	62
IV Year	2018-2022	26	36	62
IV Year	2019-2023	31	34	65



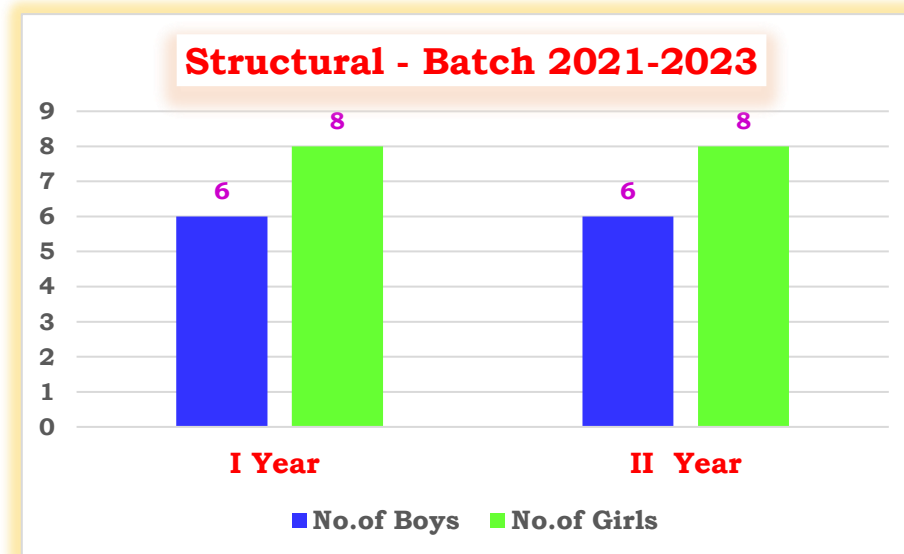
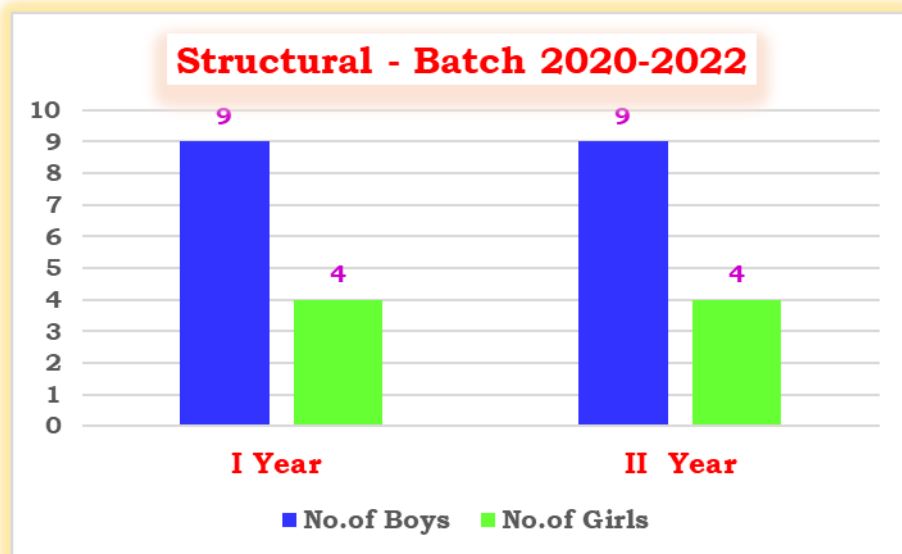
Department of Electrical and Electronics Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2018-2022	21	20	41
I Year	2019-2023	20	20	40
II Year	2018-2022	25	24	49
II Year	2019-2023	34	28	62
III Year	2018-2022	36	27	63
III Year	2019-2023	32	22	54
IV Year	2018-2022	38	28	66
IV Year	2019-2023	35	28	63



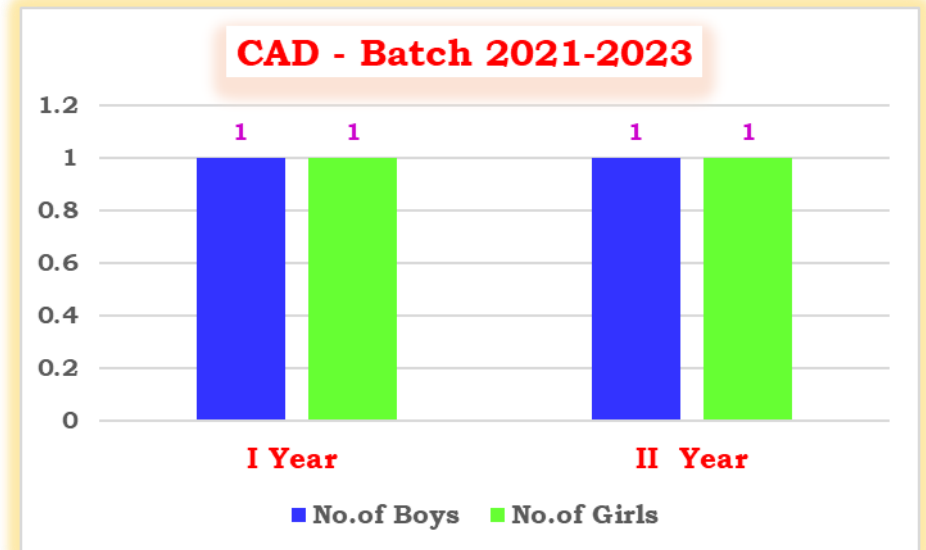
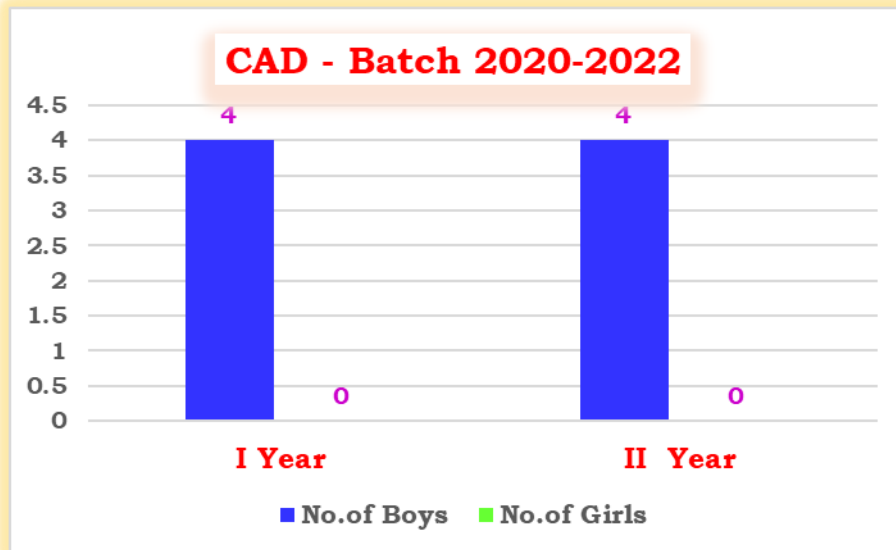
M.E -Structual Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2020-2022	9	4	13
I Year	2021-2023	6	8	14
II Year	2020-2022	9	4	13
II Year	2021-2023	6	8	14



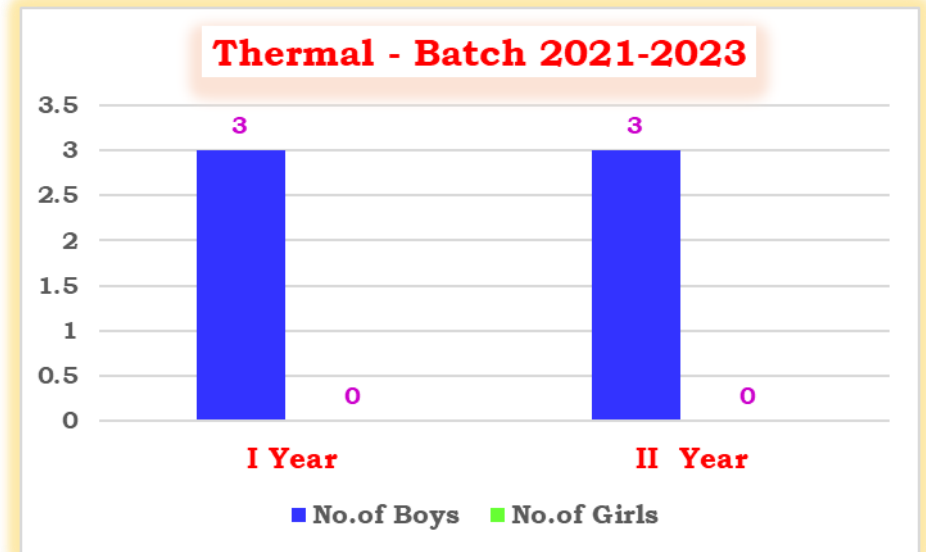
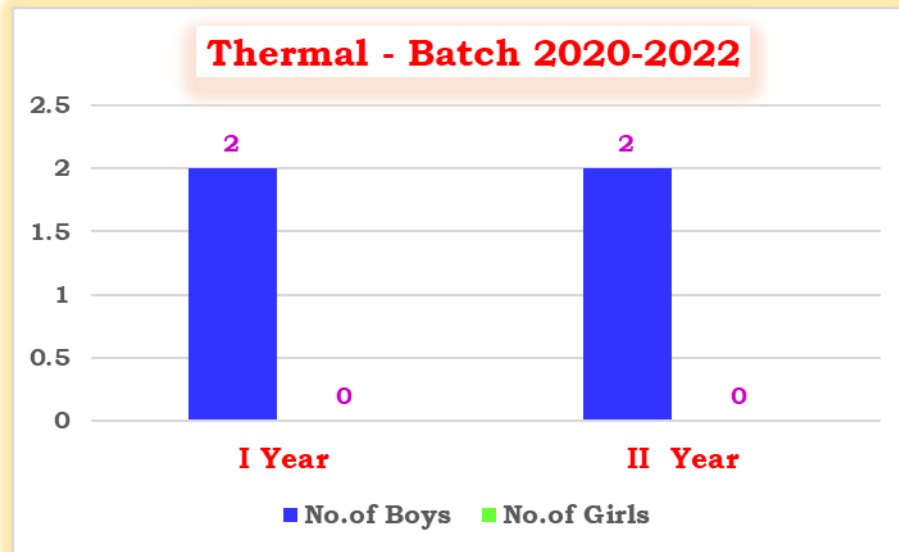
M.E -Computer Aided Design

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2020-2022	4	0	4
I Year	2021-2023	1	1	2
II Year	2020-2022	4	0	4
II Year	2021-2023	1	1	2



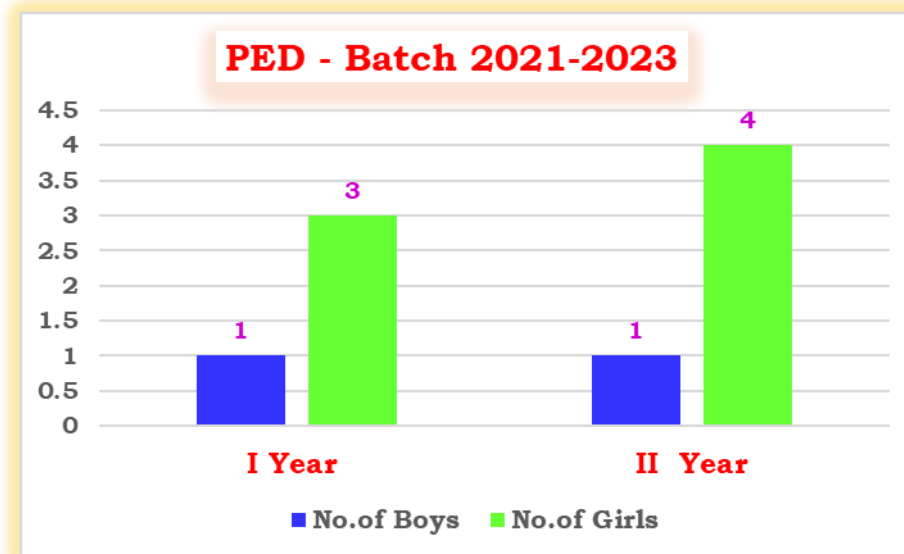
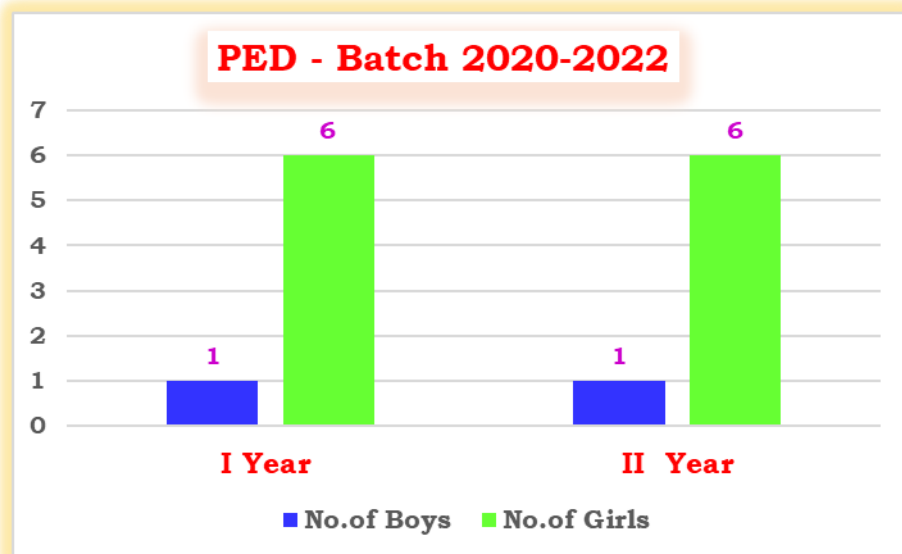
M.E -Thermal Engineering

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2020-2022	2	0	2
I Year	2021-2023	3	0	3
II Year	2020-2022	2	0	2
II Year	2021-2023	3	0	3



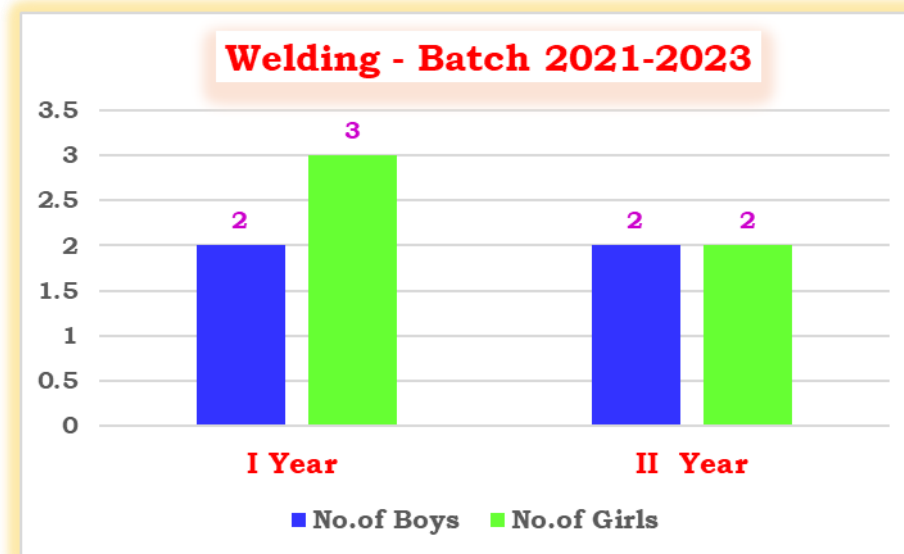
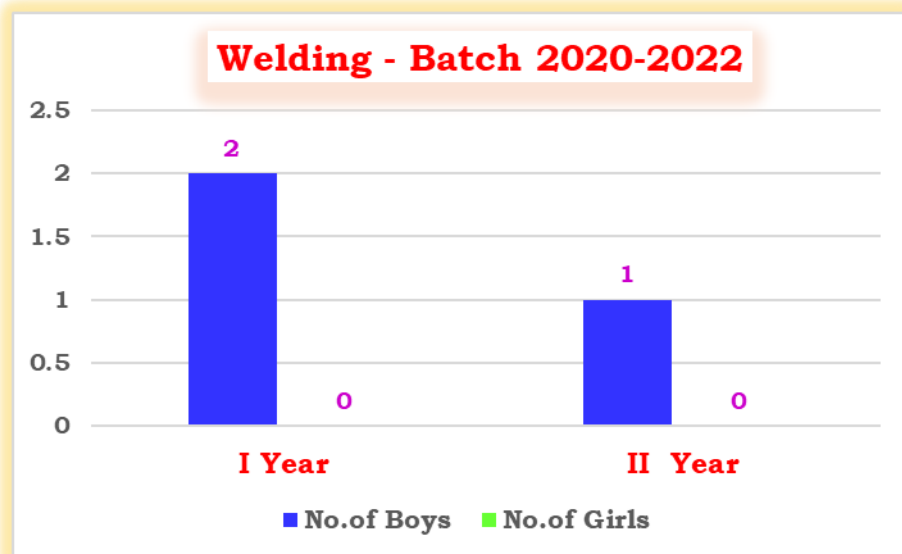
M.E -Power Electronics and Drives

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2020-2022	1	6	7
I Year	2021-2023	1	3	4
II Year	2020-2022	1	6	7
II Year	2021-2023	1	4	5



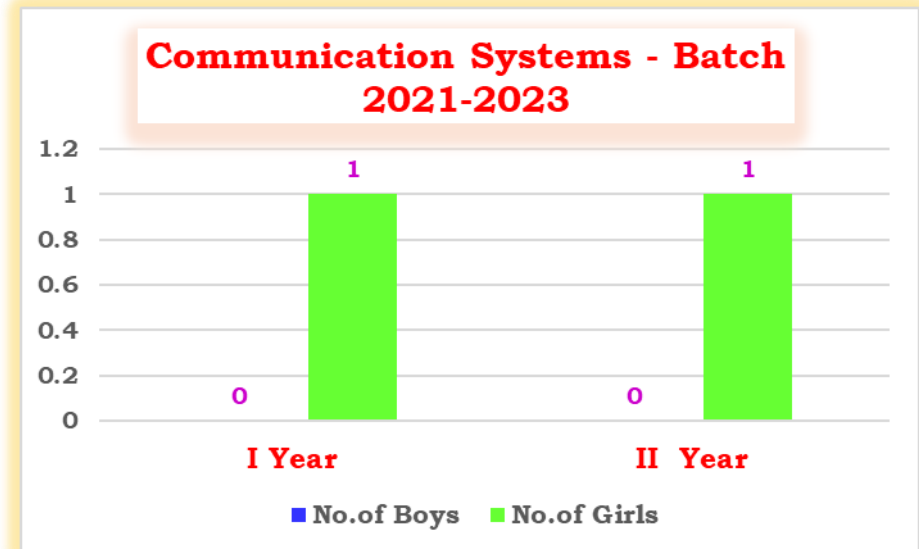
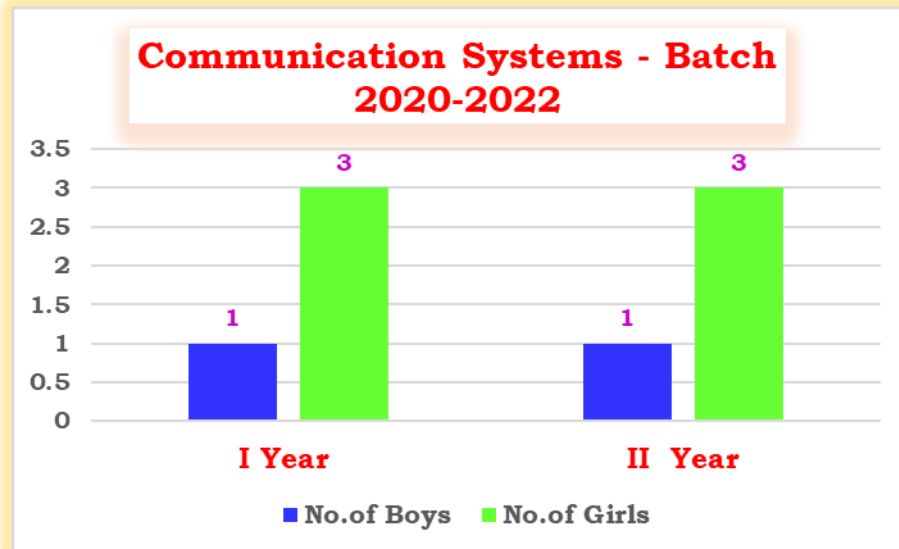
M.E -Welding Technology

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2020-2022	2	0	2
I Year	2021-2023	2	3	5
II Year	2020-2022	1	0	1
II Year	2021-2023	2	2	4



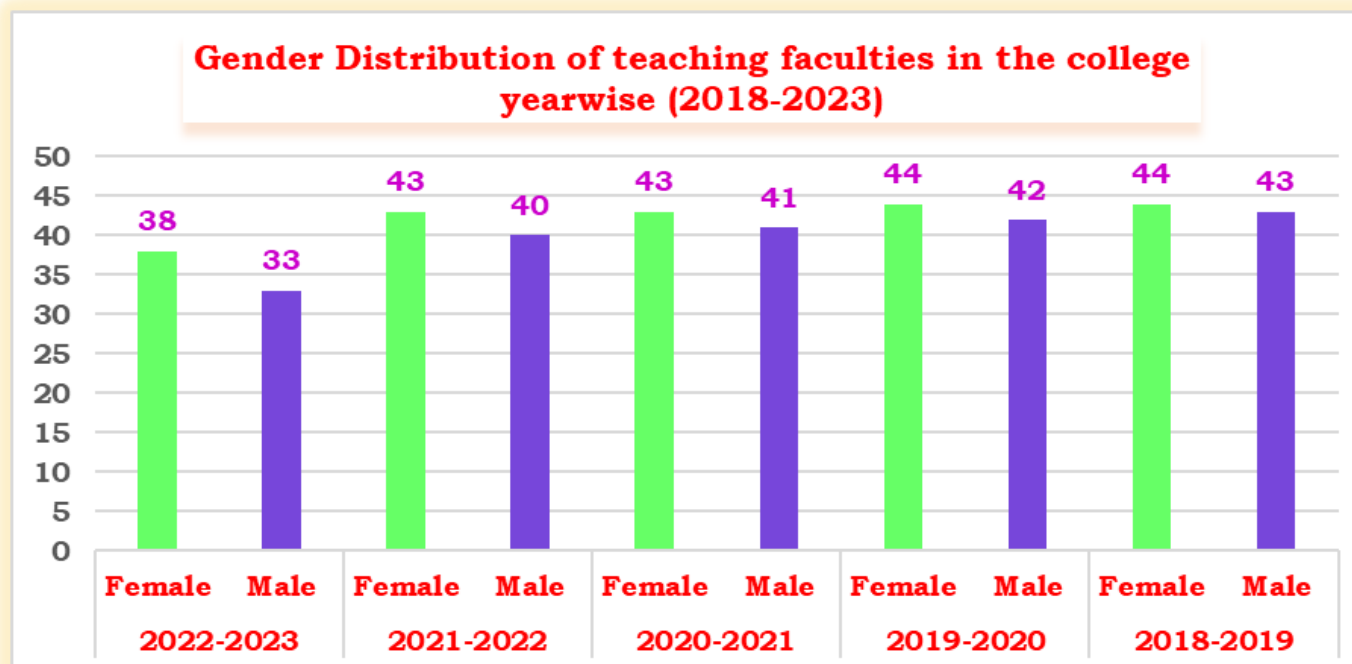
M.E – Communication Systems

Year	Batch	No.of Boys	No.of Girls	Total
I Year	2020-2022	1	3	4
I Year	2021-2023	0	1	1
II Year	2020-2022	1	3	4
II Year	2021-2023	0	1	1



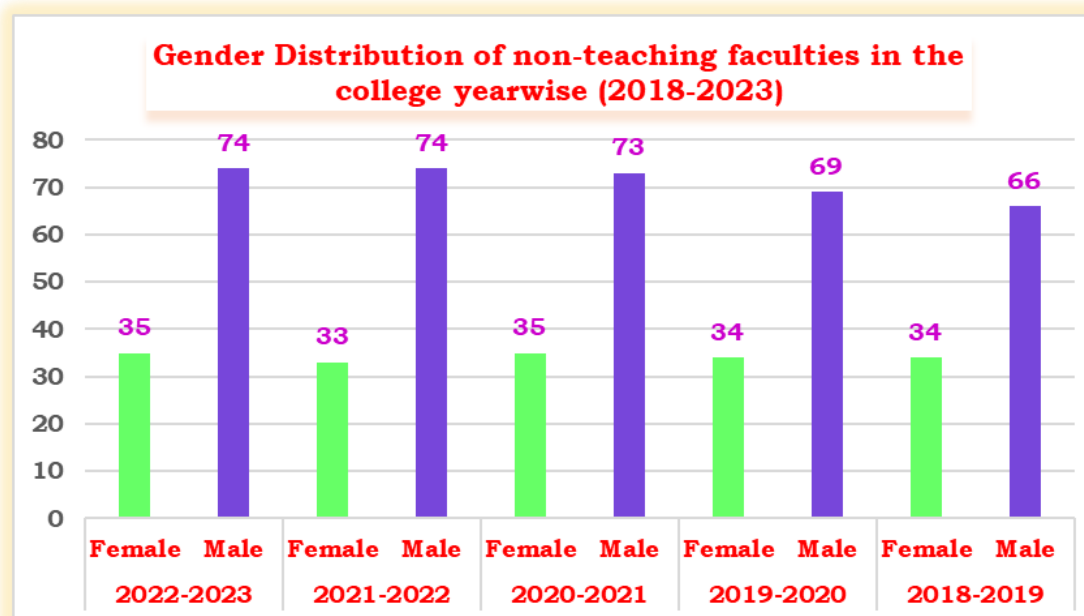
Gender distribution of teaching faculties in the college yearwise (2018-2023)

Department	2022-2023			2021-2022			2020-2021			2019-2020			2018-2019		
	Female	Male	Total no. of Faculties	Female	Male	Total no. of Faculties	Female	Male	Total no. of Faculties	Female	Male	Total no. of Faculties	Female	Male	Total no. of Faculties
S&H	6	9	15	7	8	15	6	9	15	7	10	17	7	10	17
Civil	7	3	10	7	7	14	8	7	15	7	6	13	7	7	14
Mechanical	5	9	14	6	11	17	6	11	17	6	12	18	6	12	18
Mett	3	5	8	3	5	8	3	5	8	3	5	8	3	5	8
CSE	7	1	8	8	-	8	8	-	8	8	-	8	8	-	8
ECE	6	2	8	6	2	8	6	2	8	7	2	9	7	2	9
EEE	4	4	8	6	7	13	6	7	13	6	7	13	6	7	13



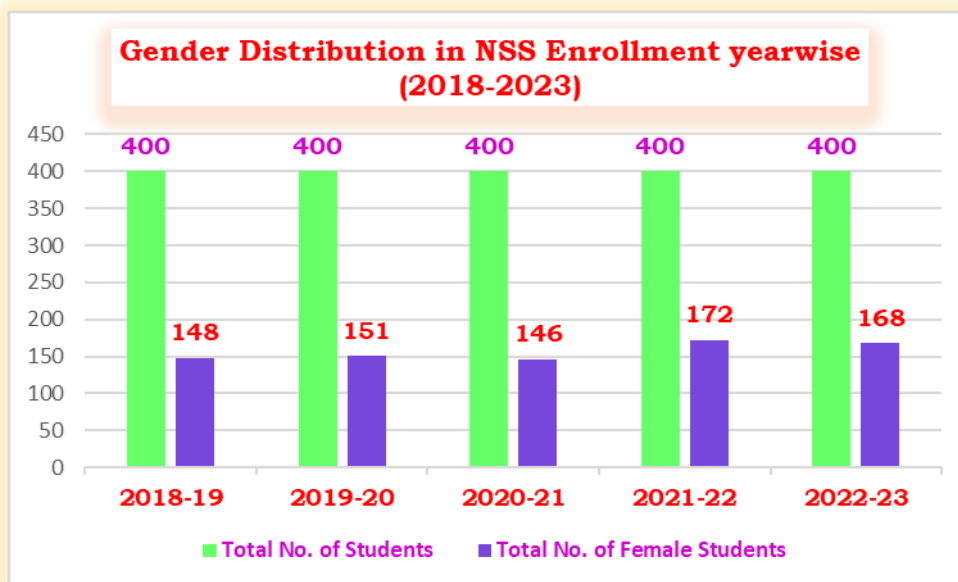
Gender distribution of non-teaching faculties in the college yearwise (2018-2023)

Academic Year	2022-2023			2021-2022			2020-2021			2019-2020			2018-2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Admin	12	11	23	12	11	23	11	12	23	11	12	23	11	10	21
Technical	18	50	68	15	46	61	18	44	62	17	40	57	17	39	56
Basic	5	13	18	6	16	22	6	16	22	6	16	22	6	16	22
Library	-	-	-	-	1	1	-	1	1	-	1	1	-	1	1



Gender distribution in NSS enrollment yearwise (2018-2023)

Academic Year	2018-19	2019-20	2020-21	2021-22	2022-23
Total No. of Students	400	400	400	400	400
Total No. of Female Students	148	151	146	172	168



Gender distribution in NCC enrollment yearwise (2018-2023)

Academic Year	2018-19	2019-20	2020-21	2021-22	2022-23
Total No. of Students	50	50	50	50	50
Total No. of Female Students	02	06	06	06	07

