



Newton's Institute of Engineering

(Sponsored by Lincoln's educational society)

An ISO 9001:2008 Certified Institution

Affiliated to JNTUK, Kakinada & Approved by AICTE, New Delhi
Aluguraja Pally, Koppunoor (Po), Macherla, Guntur (Dt) AP.522426

Email: info@newton.edu.in

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equality during the last five years.



GENDER AUDIT OF NEWTON'S INSTITUTE OF ENGINEERING (2018-2019 to - 2022-2023)

Contents:

- ❖ **Introduction.**
- ❖ **Objectives of Gender Audit.**
- ❖ **Gender balance in Student Enrolment at NIE (2018-19to2022-23).**
- ❖ **Gender Difference in Teaching Staff.**
- ❖ **Strength and Gender Sensitive Initiation in NIE.**
- ❖ **Future Plan.**
- ❖ **Conclusion.**


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INTRODUCTION OF INSTITUTION:

Newton's Institute of Engineering is a highly reputed Institute, established in 2009 with EAMCET Counseling Code NEWT. The college is under the dynamic leadership of the veteran Director, **Sri K. NAGARJUNA REDDY, B.Tech, MS (USA)**, Chairman, **Sri. K. Krishna Mohan Reddy, B.Tech**, and Secretary and Correspondent **Sri J. Srinivasa Reddy, B.Tech** who have more than 17 years of experience in Technical Education. The Newton's Institute of Engineering turned a golden leaf with the icon of technical education in Palnadu. A versatile, sagacious genius **Sri J. Srinivasa Reddy**, an eminent and dynamic educationalist, taking reigns as the Secretary and correspondent of the Institution. He established the Institution in 2001 and has been constantly upgrading them perpetually to promote a valued technical education in our state.

VISION:

To be a Centre of Excellence in higher education with a focus on innovative teaching and learning methods, research and consultancy and outreach and extension activities with an aim to build a creative, enlightened and a productive civil society.

MISSION:

- To provide the students with requisite knowledge of skills and values required to become a responsible and gender sensitive citizen.
- To create and disseminate knowledge through interdisciplinary research and creative inquiry towards developing a meaningful, progressive and gender neutral society.
- To equip the students with problem solving, leadership and teamwork skills and inculcating a sense of commitment to equality, ethical behavior and respect for all.
- To provide a platform for free flow of ideas where discovery, creativity and professional development finds a scope for fulfillment in making the world a better place to live in.
- To ensure academic excellence in this dynamic knowledge economy by exposing the students to new ideas, new ways of thinking and understanding, new ways of knowing in their journey of intellectual transformation.

With a view to reaffirm its vision of creating an enlightened productive Civil Society, NIE initiates a gender audit to assess whether its internal plan, policies, practices and related support system for gender mainstreaming are effective. Through audit it tries to establish a baseline documentation of gender segregated data on every section of its system to bring gender balance in the campus and society at large

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THE MAJOR OBJECTIVES OF THIS GENDER AUDITARE:

- To generate a gender segregated database of students and staff of the Institution.
- To identify the gender gaps and challenges.
- To execute the policies, rules and actions of the Institution inpromoting gender equality and equity keeping the need and interest of all genders.
- To eliminate gender discrimination in any form including sexual harassment within the Campus premises.

Methodology:

To undertake a comprehensive gender audit a committee was constituted comprising the experienced expert faculties of the Institution and gender experts of the state. Required gender based information and data was collected through standardized formats from each teaching and administrative departments. The final result of data analyse has been categorized in three different sections. Section-I is about Student's profile for UG programs, Section-II is about the profile of teaching staff.


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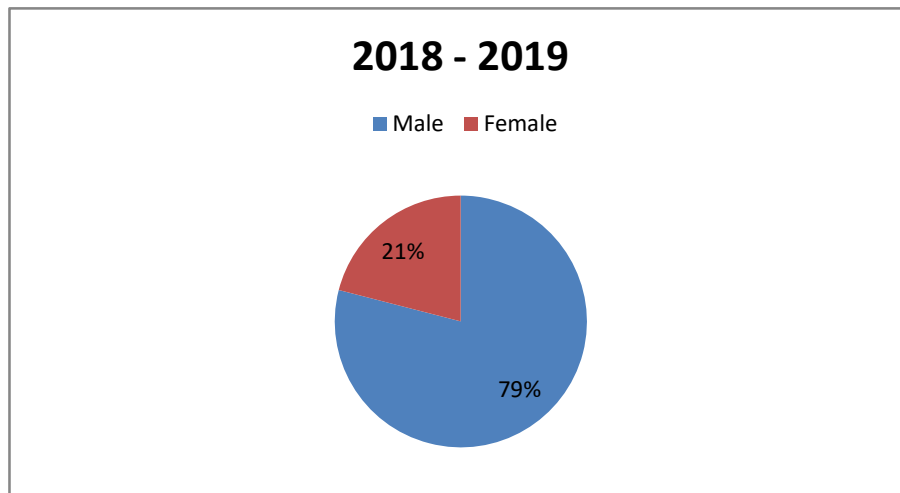
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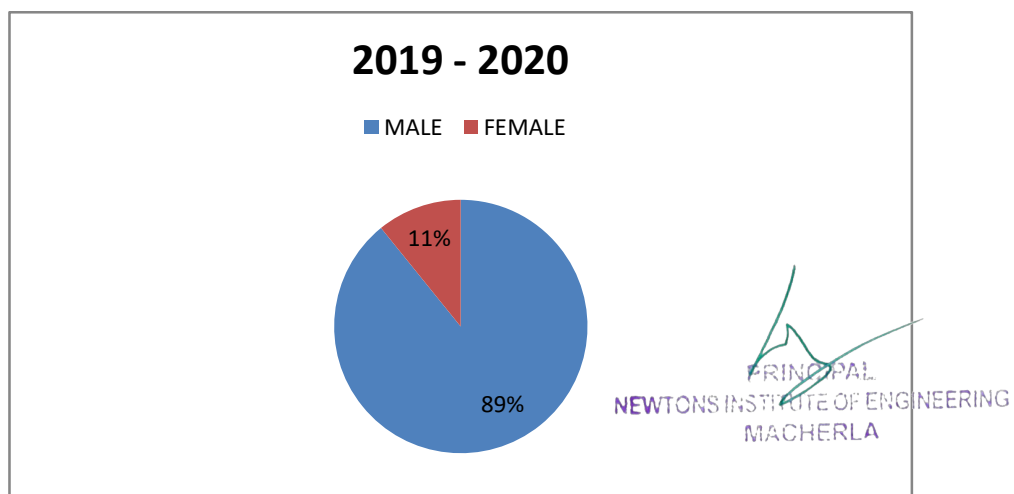
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SECTION-I GENDER BALANCE IN STUDENT ENROLLMENT at NIE

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	211	56	79	21	267



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	275	45	86	14	320





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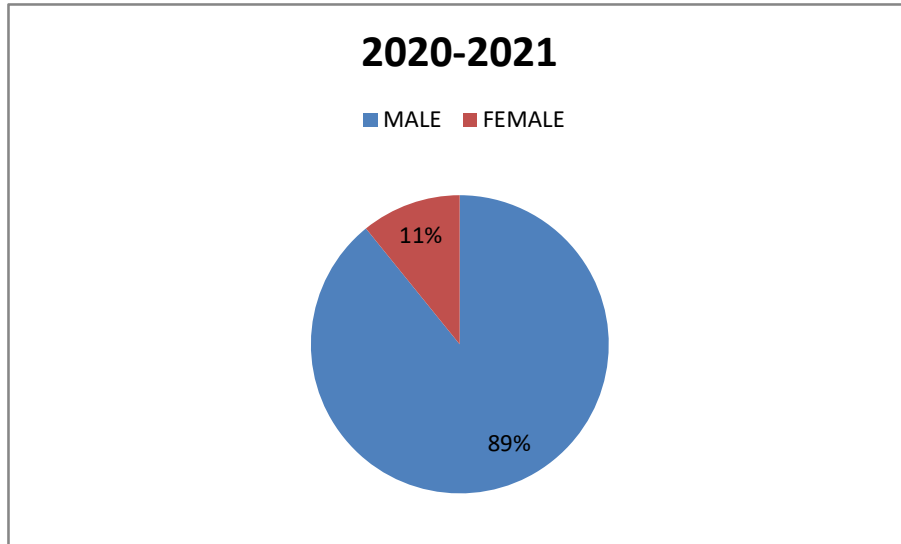
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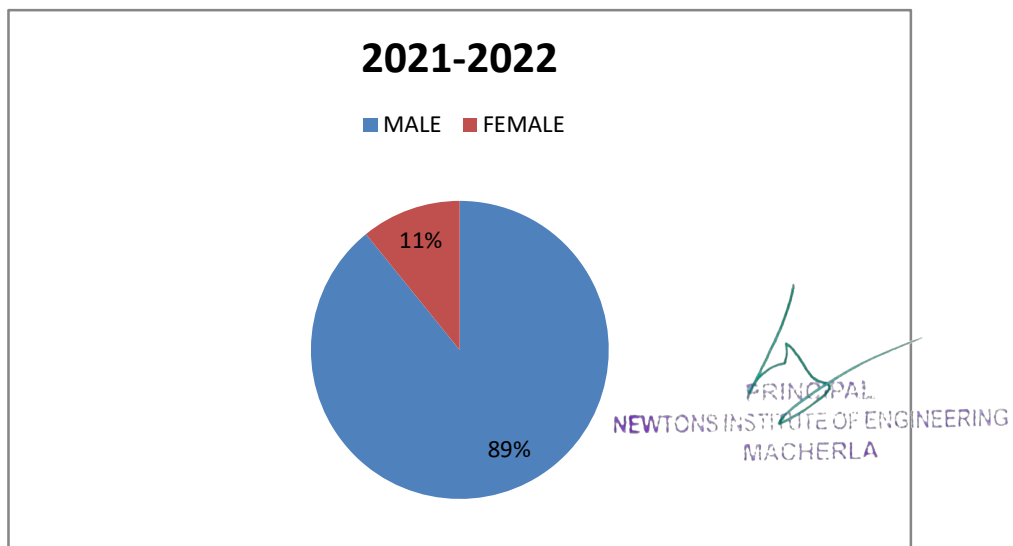
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	160	19	89	11	179



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	313	38	89	11	351





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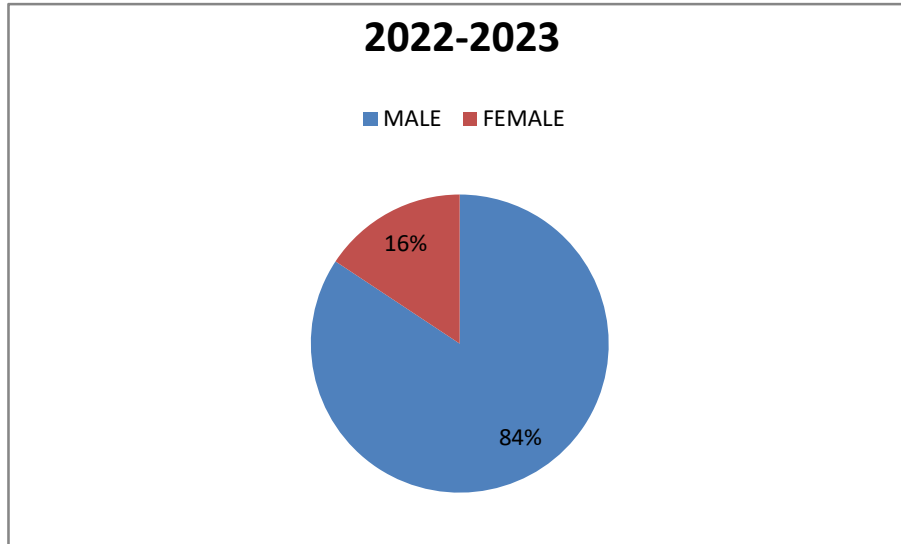
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022 - 2023	440	82	84	16	522




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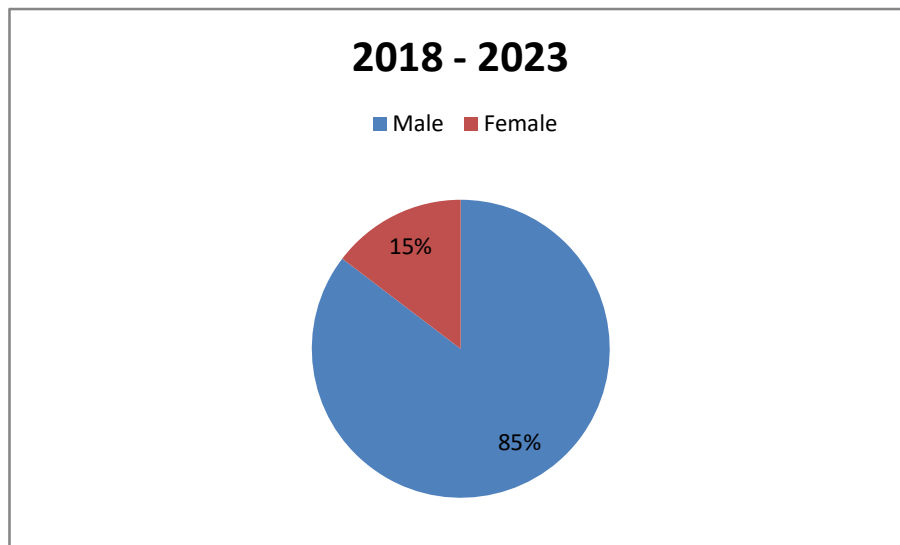
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Overall

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2022-2023	1399	240			1639




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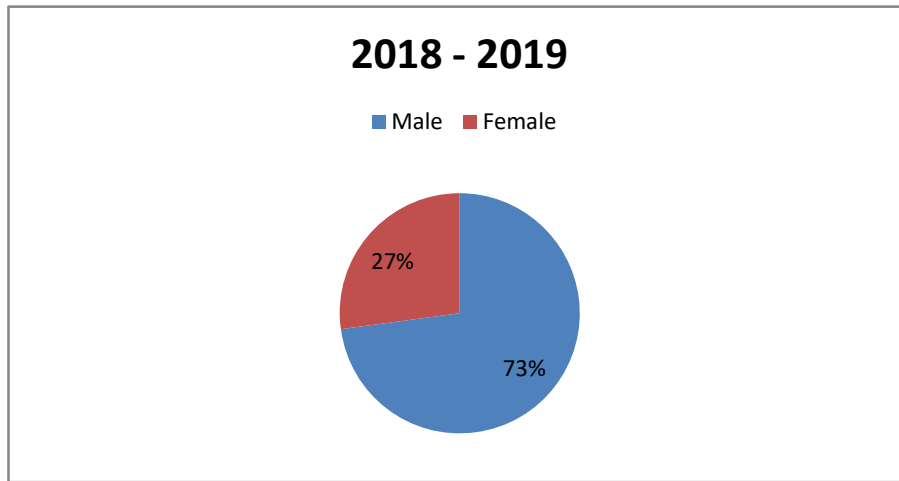
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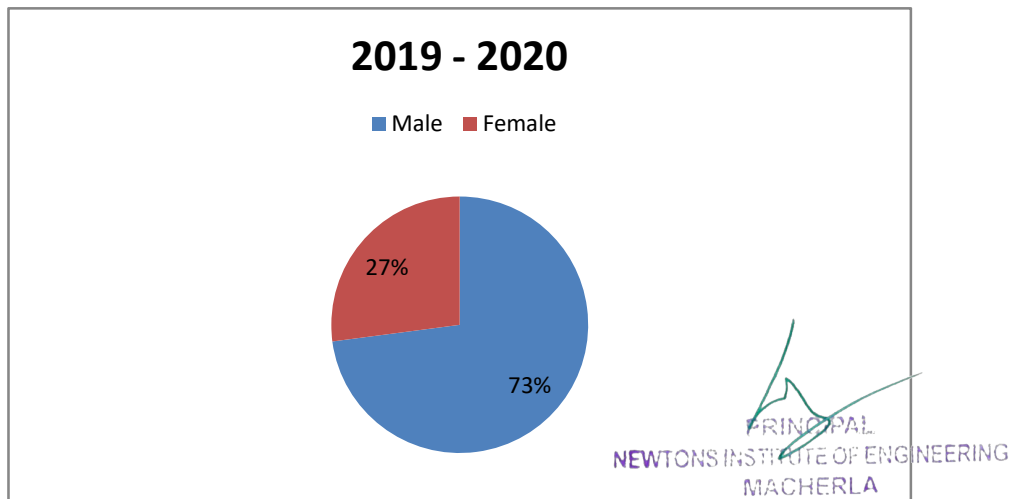
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SECTION-II GENDER STATISTICS OF TEACHING STAFF

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	79	27	75	25	106



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	78	29	73	27	107





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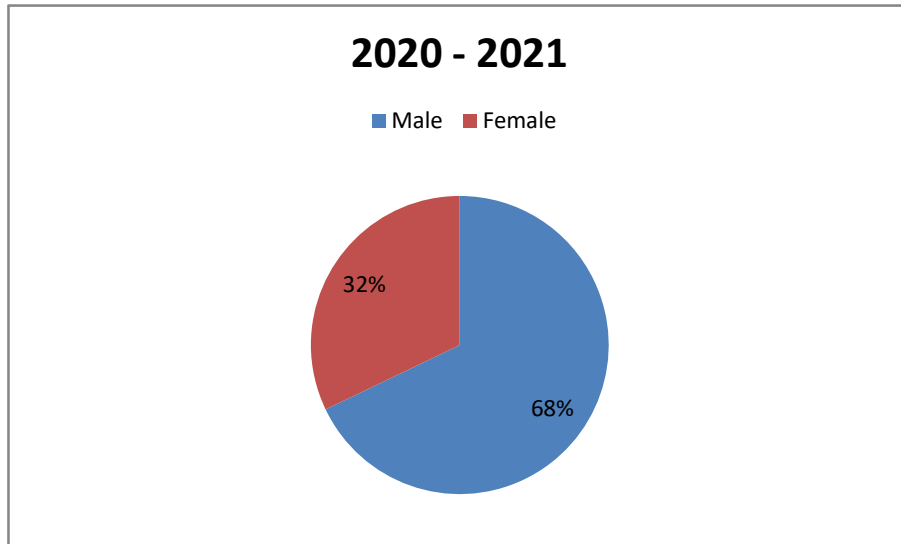
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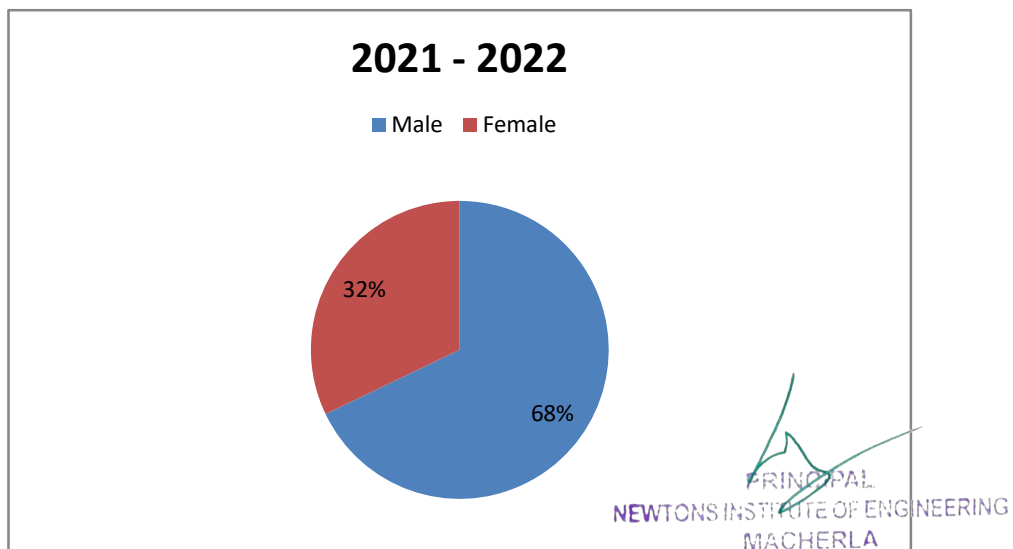
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	75	25	75	25	100



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	76	25	75	25	101





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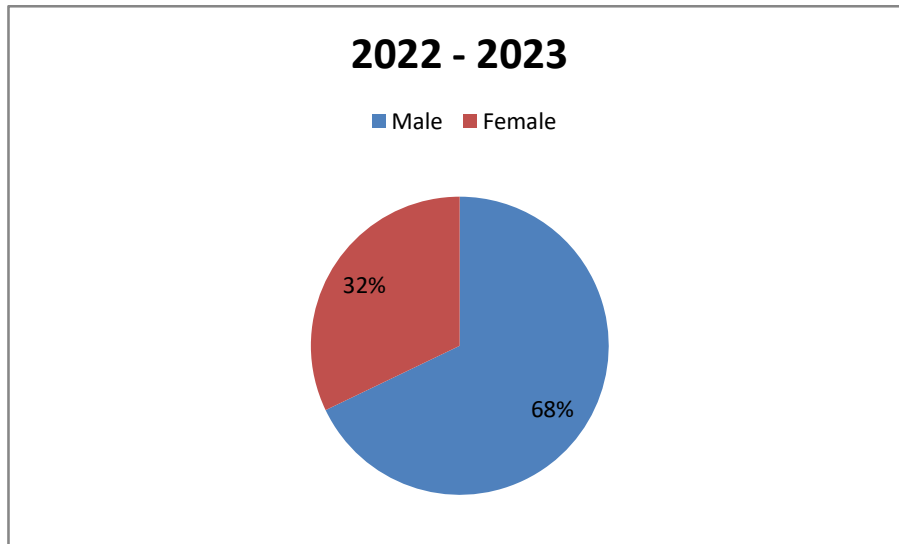
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2022 - 2023	77	29	73	27	106




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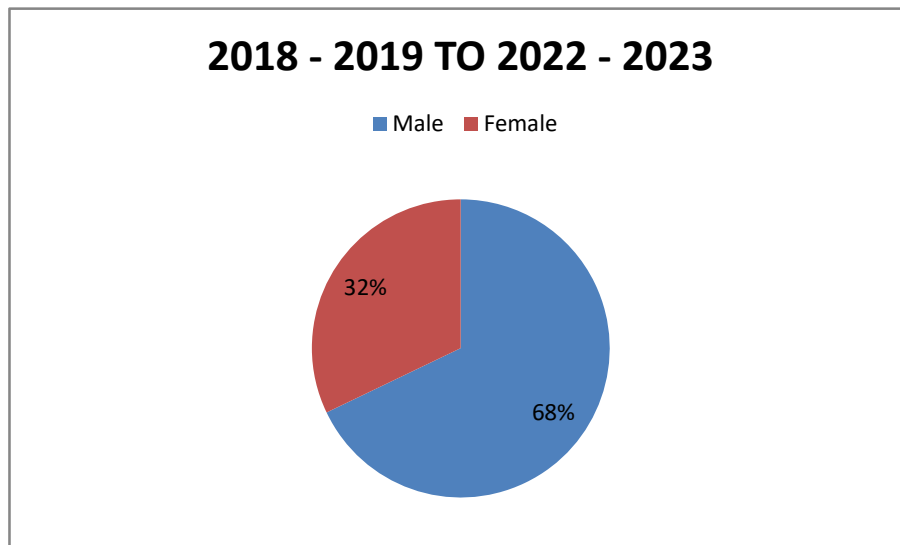
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Overall

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2022-2023	385	135	74	26	520




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STRENGTH AND GENDER SENSITIVE INITIATION in NIE:

- ❖ Women are represented in the top ranks of academic as well as non-academic functionaries.
- ❖ “Women grievance redressal cell” or GRC aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all member of the NIE community are encouraged to achieve their full potential.
- ❖ The College monitors the experiences of all the students through feedback system and annual progress review meetings. It encourages the participation of all the students in all spheres of college life.
- ❖ The College fosters an atmosphere of zero tolerance for gender discrimination.
- ❖ The College committee allows resource for extra-curricular activities on a gender-neutral basis.
- ❖ The College faculty both women and men, are encouraged equally to participate in training and professional development programs throughout their career. Such opportunities are provided to all members and staff.
- ❖ During Covid-19 Pandemic period special care was taken to sanitize the campus and Antigen and RT-PCR test camps were organized free of cost.
- ❖ Last but not most important, College has a woman's studies center to sensitize the campus at regular intervals and conduct/organize various outreach programmes on gender issues

FUTURE PLAN:

- ❖ NIE proposes To organize more and more gender sensitization programmes both in the campus and outside the campus.
- ❖ To collaborate with the civil societies, GOS and NGOS working on gender issues and organise gender sensitive workshops, group works and campaigns.

CONCLUSION:

The foregoing auditing of the gender situation in the campus clearly projects that NIE is not maintaining gender equality, so we are going to take necessary steps to increase it and some steps should be taken to develop gender sensitive infrastructure and our institution is actively considering the short falls to overcome them and to make its vision a reality.

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7.1.1. Measures initiated by the Institution for the promotion of gender equity during the last five years

Specific facilities provided for women at NIE

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Specific facilities provided for women in terms of:

1. Safety and security
2. Counselling
3. Common Rooms
4. Day care center for young children
5. Any other relevant information

1. Safety and security:

College premises and corridors are under CCTV surveillance to ensure the effective safety of the students. Well-trained security guards are deployed at key locations. Fire extinguishers are available in labs and corridors. Regular check on fire extinguishers is taken care by administration department. . First aid box and fire alarm are provided in the main places of the college buildings. Department has a complaint box for the students grievances. Suggestions and grievances are timely redressed by the management. Students are instructed to follow safety norms while doing experiments labs. All students and employees of our Institution are allowed with ID card by our security at the main gate itself. The outside visitors will be allowed with passes. The two wheelers and four wheelers parking area are provided very near to the entry of our college and making pollution free inside the campus.





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Safety and Security provided for the students at NIE with CCTV Surveillance.



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2. Counseling:

Mentors counsel allocated mentees in their academic and personal problems to create a fearless environment. In order to resolve day to day academic problems of the students, mentors are appointed for a batch of 20 students, and they will counsel the respective students twice in a month, to solve the problems come across during their course of study. This is a continuous process till the end of academic career of the student. Counseling is arranged by the college for girl students in three major areas i.e., Counseling related to academics, career and behavioral patterns. The counselor counsels the student on issues like personal, psychological, emotional problems and difficulties. It helps them to deal with stressful or emotional feelings and to inculcate the positivity in them.



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Senior faculty Mrs. M. Suneetha Rani (HoD, H&S Dept.) of NIE is counseling the students in the academics, stress related and student personal problems.

3. Common Rooms

Common rooms are provided to take rest for the girl students and boys whenever they required rest during their abnormal health condition. Apart from the regular facilities in common rooms, ladies rest rooms are provided with sanitary vending machines, incinerators for girls and lady faculty.



A common room for Girl Students

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Sanitary Napkin Wending Machine for Women



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4. Day care centre for young children

Child care is one of the most effective ways that colleges can help their employees in completing their work without being worried about their child's welfare. Institution provides an on-campus care center which is much less affordable and high in quality. Over the years, Institution has maintained the day care with essential products and services. An In-charge looks after them and takes care of their needs.



Baby care center at NIE to take care of Faculty children

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5. Any other relevant information:

5.1 Open and transparent system:

Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 32% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

5.2 NIE rules and regulations:

NIE Regulation & Policy guidelines for admission, recruitment, administrative functioning & academic activities safeguard the interests of the students, faculty & staff without any differentiation to their gender.

5.3 Awareness program:

Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are attend the programs on gender sensitization.

5.4 Active participation by female staff and student Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl's students along with female faculty members are allowed to go on industrial visits, technical exhibition etc.


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NIE provides Maternity Leave for Female Employees and Paternity Leave for Male employees as under.

1	Maternity Leave (for Female employees)	Two Weeks (12 working days)	with pay
2	Maternity Leave for Female employee	90 days or depends on recommendations of Regd. Doctor	without pay (LOPs)
3	Paternity leave for Male Employees	One week or 6 working days	with pay

To be sanctioned with the medical certificate that the employee belongs to 1st, 2nd, and 3rd issue.


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