



The IQAC has audited Gender Equality for the students, Teaching & Non-Teaching Staff, Curricular & Co-Curricular Activities for the academic year 2022-2023.

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## GENDER AUDIT REPORTS 2022-23

### ABOUT AIPS:

Avanthi Educational Society (AES), was established in 1991 by the educationalist of this region, having varied professional backgrounds, with the objective of providing quality technical education to all sections of society in and around the region of Telangana State. Avanthi Institute of Pharmaceutical Sciences, established in 2007 is one of the renowned educational setups under the umbrella of AES.

Avanthi Institute of Pharmaceutical Sciences (AIPS), Gunthapally(Village), is permanently affiliated to Jawaharlal Nehru Technological University Hyderabad, and has been approved by the AICTE, PCI. The institute is under the aegis of Avanthi Educational Society, founded by a visionary educationist, Sri M. Srinivasa Rao.

### Vision

To develop highly skilled professionals with ethics and human values.

### Objective

The Internal Quality Assurance Cell( IQAC) of AIPS has felt the need to conduct Gender Audit with the objective to perform a comprehensive assessment of gender distribution within the organization, with the aim of identifying any existing gender gaps or imbalances, and to prevent recommendations for actions that can be taken to promote gender diversity and equity in the workplace.

It involves an inclusion of women's and men's needs and experience. It's a process of incorporating gender equity approach in all aspects as governance, decision-making, needs analysis, institutional services and operating mechanisms, evaluation in institutions etc so as to produce an institution that's gender indifferent.

**Methodology:** The methodology for scanning the gender ratio in the organization involved gathering relevant data on the gender composition of the organization, including information on the gender distribution across different committees, departments and functions. This data was collected through records and other relevant sources.

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### Action Plan followed for Gender Sensitization.

AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES has initiated in adopting following measures to promote gender equity. Women Empowerment and gender equality are one of the primary concerns of AIPS.

### Annual Gender Sensitization Action Plan:

- To create and propagate a safe, secure and healthy environment to achieve gender equality and to ensure respectful and dignified behavior at all levels.
- To conduct induction and the orientation programs for the students to promote gender sensitization.
- To conduct Awareness programs for the girls students regarding self-defense, Breast Cancer awareness, Female Feticide, etc.
- Promoting activities pertaining to Health, Cleanliness, Personal Hygiene, and Nutrition.
- To organize Workshops aiming to deal with the Critical situations with courage and using Presence of Mind.
- To conduct Activities for students regarding entrepreneurship Development and Career Enhancement
- Addressing issues like Depression, Frustration arising out of Failures through counseling sessions of the experts.
- To organize workshops related to cybercrime, safety and security especially for the girls students in various departments and the Girls Hotels.
- Provide Guidance regarding the financial investments for the students and staff.
- To review the minutes and the Action Taken Reports of the, Internal Complaint Committee, Anti-Sexual Harassment Committee, Grievances Redressal Committee and ensure redressals in time.
- To prepare and deploy Student's code of conduct that promotes gender equality at the governance level.
- Regular problem-solving, counselling and encouragement through the Mentoring Cell.
- To encourage girls students to join NSS and ensure equal rights and participations in regular cultural activities.
- To follow "No Discrimination Policy" in all areas of academic and administrative matters.
- To ensure all committees include women employees in appropriate numbers.

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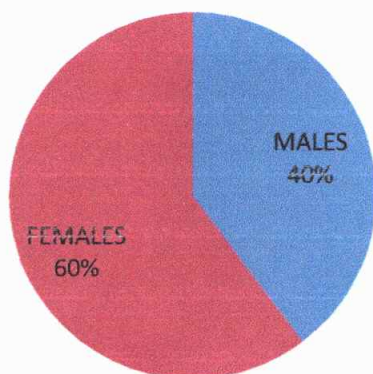
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**RATIO OF MALE & FEMALE STUDENTS IN THE YEAR 2022-23**

| STUDENT COMPOSITION FEMALE & MALE |        |      |       |
|-----------------------------------|--------|------|-------|
| YEAR                              | FEMALE | MALE | TOTAL |
| 2022-23                           | 365    | 247  | 612   |

**Ratio of Male and Female students-2022-23**



**FEMALE : MALE RATIO OF STUDENTS – 2022-23**

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*[Signature]*  
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### Description:

Avanthi Institute of Pharmaceutical Sciences (AIPS) have evolved tools and guidelines for improving the enrollment of students in various branches in the under-graduate and post-graduate level of engineering and management. The purpose of the student audit is to give poise to the departments or programs to weigh up the student enrollment in the institute. Internal Quality Assurance Cell (IQAC) and Admission Cell strive continuously for the excellence and 100% admission of the students in the college.

As per norms, the institute provides 33 1/3% of seats in favor of women candidates in each course. The men candidates attain their seats if women candidates are not available in the respective categories. The institute rives to meet the policy of the government by admitting women candidates in every branch. Both male and female candidates are given equal importance and enjoy their rights in the institute.

There is Women Grievance Cell (WGC), Women Redressel Cell (WRC), and Anti-Ragging Committee to take care of the problems faced by the female students if any and to support them in all means. There is no record of any harassment or ragging as the institute has taken every measure to safe guard the freedom and rights of the women candidates. Hence the institute found that there has been gradual increase in the enrollment of women candidate since 2018 by meeting its goals.

The institute recorded enrollment of about 60% female students & 40% male students for the academic year 2022-2023.



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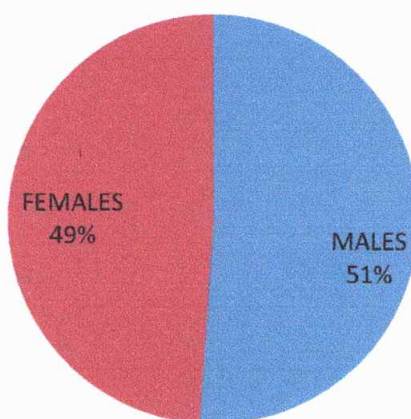


## Ratio of Male and Female Faculties:

Ensuring a ratio of male and female faculties for gender sensitization at AIPS is a progressive approach. It provides diverse perspectives, encourages inclusivity, and promotes a balanced representation of voices in fostering awareness and understanding of gender issues. This commitment reflects a dedication to creating an environment that values and respects the experiences of all genders.

| Ratio of Male and Female Faculties: |      |        |
|-------------------------------------|------|--------|
| YEAR                                | MALE | FEMALE |
| 2021-22                             | 23   | 22     |


## Ratio of Male and Female Faculties-2022-23



## Ratio of Male and Female Faculties-2022-23

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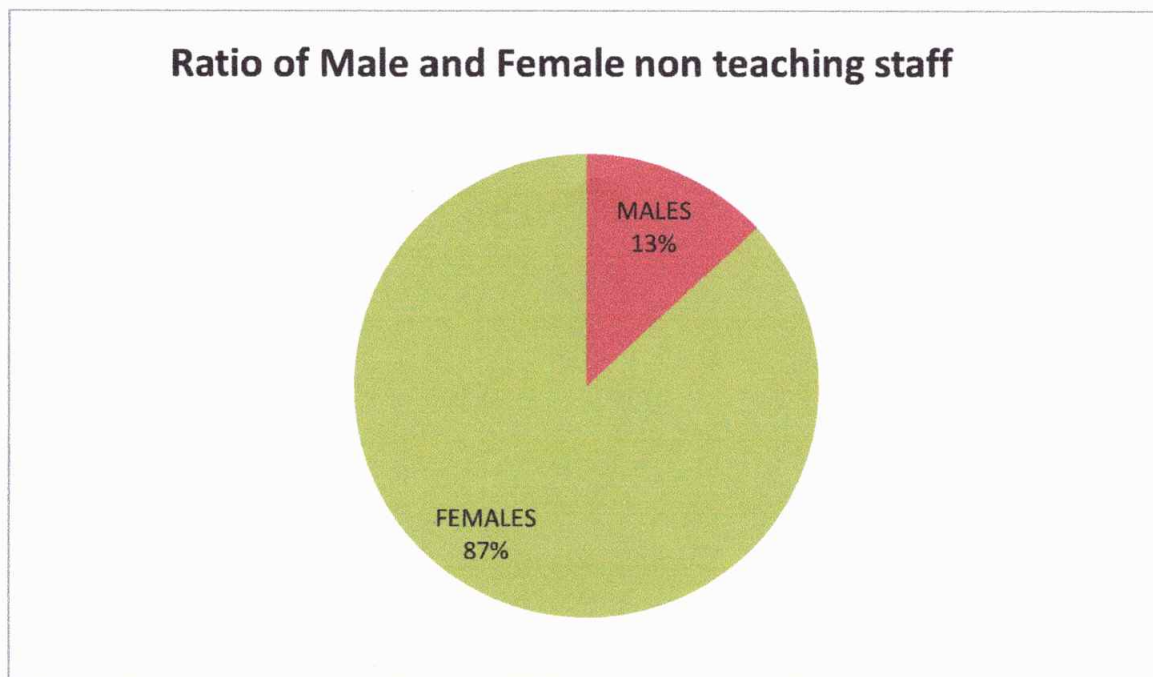


  
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**Ratio of Male and Female non teaching staff:**

| Ratio of Male and Female Faculties: |      |        |
|-------------------------------------|------|--------|
| YEAR                                | MALE | FEMALE |
| 2022-23                             | 03   | 12     |



**Ratio of Male and Female non teaching staff 2022-23**



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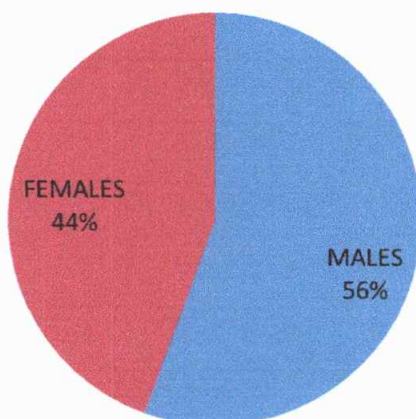




**RATIO OF MEMBERS OF STATUTORY COMMITTEES: 2022-23**

| <b>RATIO OF MEMBERS INVOLVED IN ANTI RAGGING COMMITTEE</b> |              |                |              |
|--|--------------|----------------|--------------|
| <b>YEAR</b>  | <b>MALES</b> | <b>FEMALES</b> | <b>TOTAL</b> |
| <b>2022-23</b>   | <b>06</b>    | <b>03</b>      | <b>09</b>    |

**ANTI-RAGGING COMMITTEE MEMBERS : 2022-23**



**Male & female ratio of ANTI RAGGING COMMITTEE members : 2022-23**

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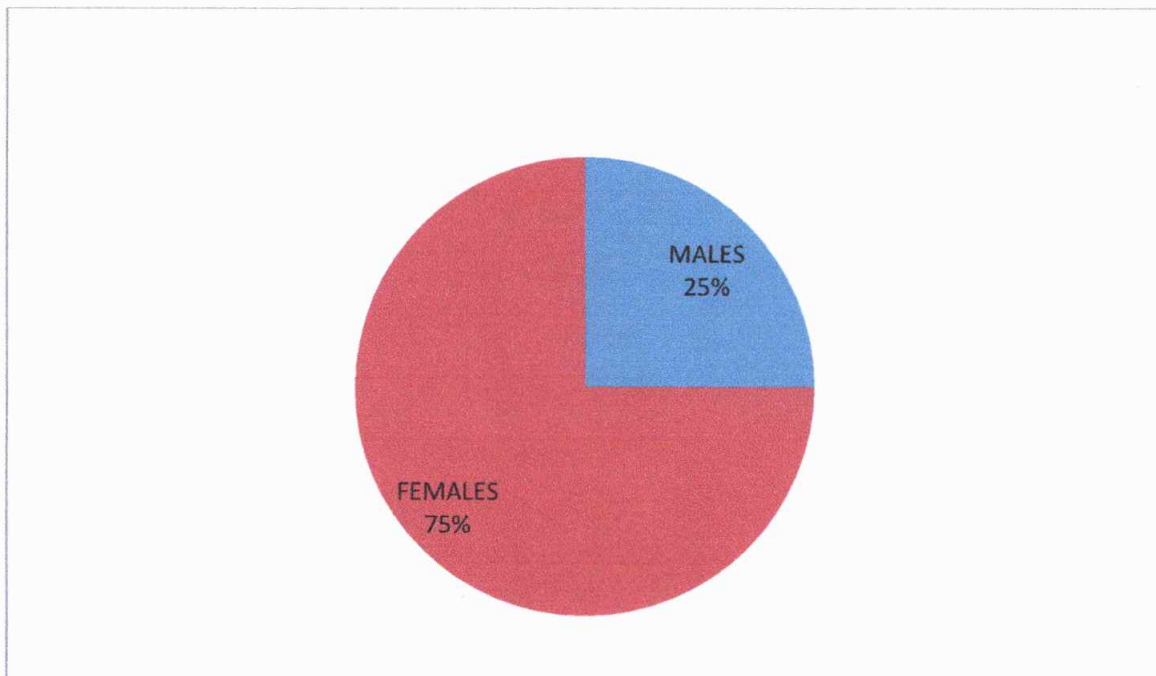
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| RATIO OF MEMBERS INVOLVED IN GRIEVANCE REDRESSAL COMMITTEE |       |         |       |
|--|-------|---------|-------|
| YEAR   | MALES | FEMALES | TOTAL |
| 2022-23  | 02    | 06      | 08    |

**GRIEVANCE REDRESSAL COMMITTEE MEMBERS-: 2022-23**



**Male & female ratio of GRIEVANCE REDRESSAL COMMITTEE members : 2022-23**

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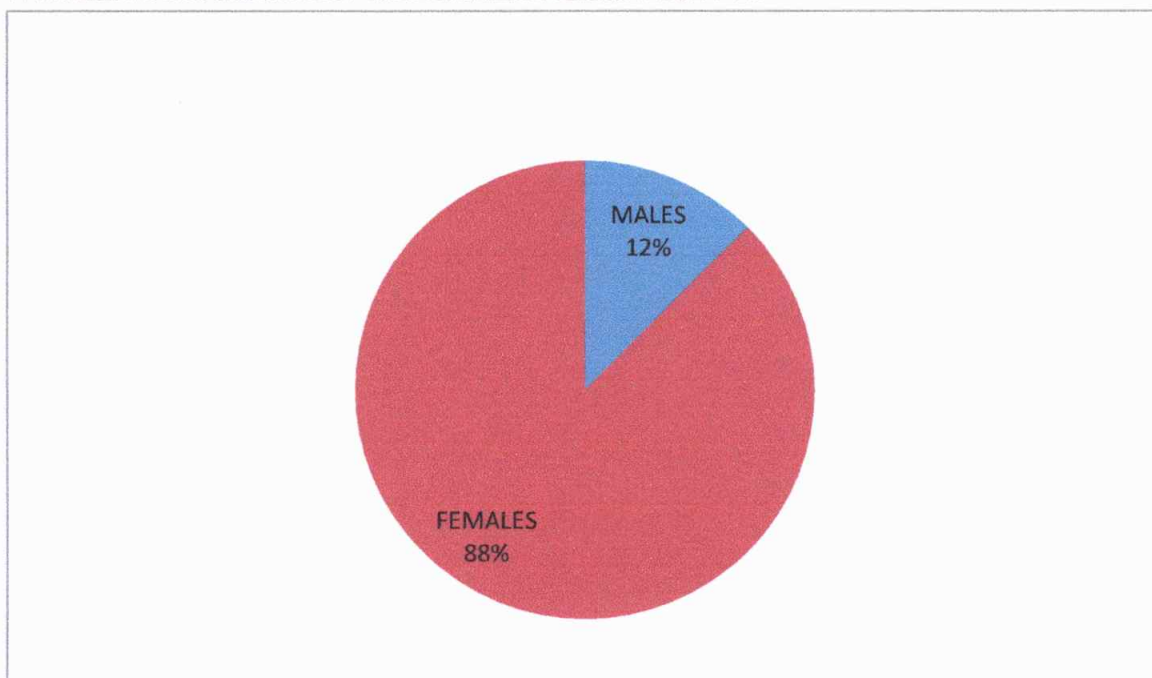


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| RATIO OF MEMBERS INVOLVED IN WOMEN PROTECTION CELL |       |         |       |
|--|-------|---------|-------|
| YEAR   | MALES | FEMALES | TOTAL |
| 2022-23  | 01    | 07      | 08    |

**WOMEN PROTECTION CELL MEMBERS-: 2022-23**



**Male & female ratio of WOMEN PROTECTION CELL -: 2022-23**



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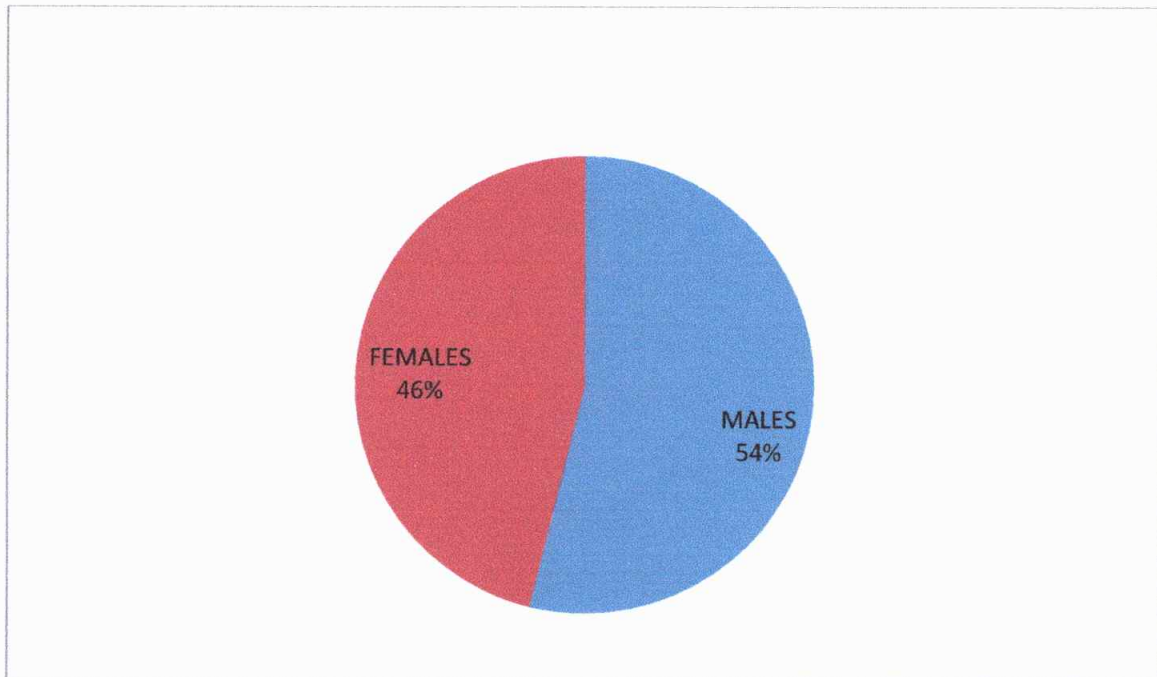
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**RATIO OF MEMBERS INVOLVED IN IQAC COMMITTEE**

| YEAR    | MALES | FEMALES | TOTAL |
|---------|-------|---------|-------|
| 2022-23 | 07    | 06      | 13    |

**IQAC COMMITTEE MEMBERS:- 2022-23**



**Male & female ratio of IQAC COMMITTEE : 2022-23**

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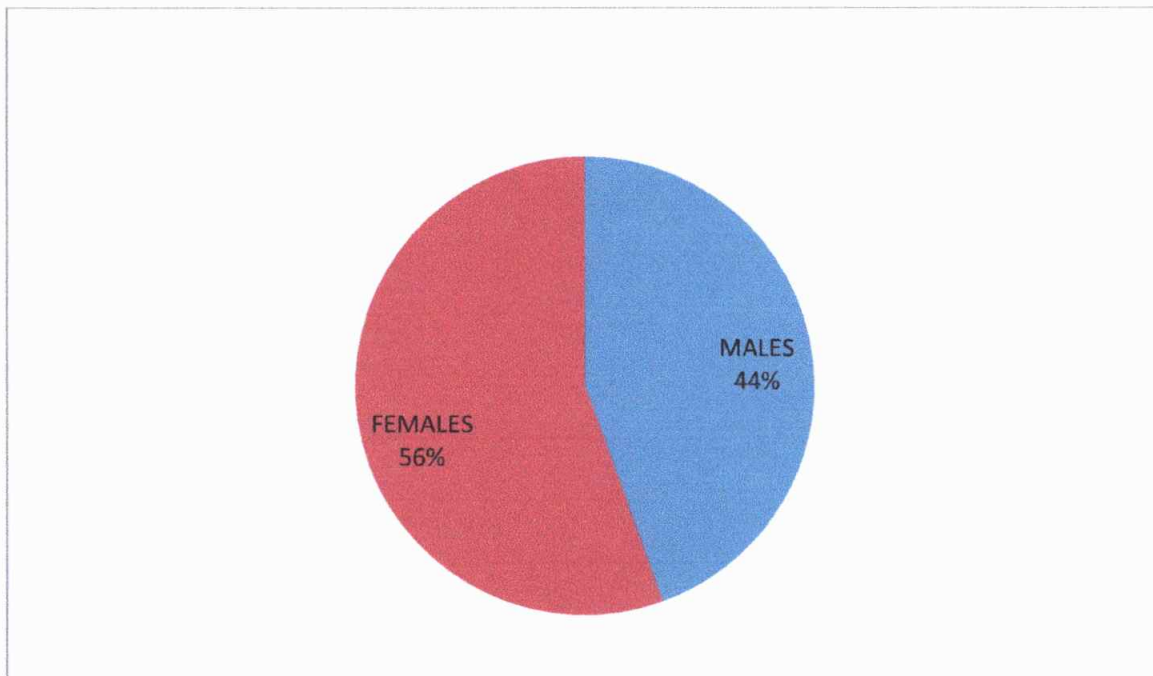
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| RATIO OF MEMBERS INVOLVED IN DISCIPLINARY COMMITTEE |       |         |       |
|---|-------|---------|-------|
| YEAR  | MALES | FEMALES | TOTAL |
| 2022-23   | 04    | 05      | 09    |

**DISCIPLINARY COMMITTEE MEMBERS RATIO : 2022-23**



**Male & female ratio of DISCIPLINARY COMMITTEE -: 2022-23**

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### **Audit Description:**

Avanthi Institute of Pharmaceutical Sciences recruits the Teaching and Non-Teaching staff based on the requirements in terms of curriculum, mix of qualifications and skills, experience, aptitudes, age, status, etc. Equal opportunities are given to both the male and female staff in the recruitment process.

For the smooth running of the institute women were given to handle major responsibilities, as Dr. M. Priyanka was made the General Secretary of AIPS whereas Mrs. M. Gnaneshwari is the chairman of the Governing Body and also the President of Avanthi Educational Society.

AIPS also encourages the teaching staff members to have a high degree of professionalism, which involves gaining knowledge and experience from all possible sources. Thus, there have been many faculties who have been working for years by enjoying all the privileges given by the institute, and in return, contributing their best to the students.

AIPS is providing free transportation for both genders in which there are specific seats allotted for women faculty. AIPS is maintaining Gender Equality in all aspects such as respect for women and their priorities, equal pay and equal workload for both men and women.

The percentage of staff recruitment for the academic year 2022-2023 is 69% for male candidates and 31% percent for the female candidates. Hence, the institute has witnessed a gradual increase in the recruitment of women since 2018

### **Conclusion:**

Ensuring a balanced gender ratio in the educational institutions is crucial for promoting equity and creating safe and inclusive learning environment for all the students, staff and faculties. A gender- diverse body can lead to a broader range of perspectives and ideas, contributing to more significant intellectual growth and academic achievement. Additionally, it is crucial to address any gender imbalances in educational staff to ensure that all students have access to diverse role models and mentors. Therefore, we at AIPS actively monitor and address any gender imbalances to promote equality and create a more equitable learning environment for all students.

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