



ESWAR COLLEGE OF ENGINEERING: NARASARAOPET

Approved by AICTE, New Delhi
Affiliated to JNTUK, Kakinada
Sponsored by Shaik Dada Saheb Charitable Trust, Narasaraopet.
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GENDER EQUITY POLICY

Preamble

Gender equality means that women and men, as well as girls and boys, have equal rights, access to resources, opportunities, and protections. It does not imply that they must be identical or treated exactly the same. The primary goal is to ensure equal opportunities for all genders by promoting gender-competent management in research, innovation, and scientific decision-making bodies, particularly within universities.

Gender Equity POLICY

ESWAR College of Engineering, deeply rooted in Indian tradition and culture, is dedicated to upholding the principle of gender equity as enshrined in the Indian Constitution. This commitment is reflected in the Preamble, Fundamental Rights, and Fundamental Duties, which emphasize respect for human dignity and the centrality of the individual. The college ensures equal opportunity for all, without any gender discrimination.

Objectives

Ensure equal career opportunities for women and men.

- Achieve fair distribution of unpaid and paid work between women and men, with wages and salaries that enable both to live independently.
- Promote equality in political representation and participation for women and men.
- Enhance selection processes to ensure equality in recruitment, promotion, and progression, and provide support for researchers in partner institutions.
- Develop initiatives to increase the presence of women in academic/research leadership and senior academic research positions within partner institutions.
- Raise awareness of gender equality in academic research and scientific structures.
- Sustain cultural changes that support gender equality and address the needs of women academics within organizations.
- Implement locally specific Gender Equality Action Plans in each core partner institution.
- Strengthen research excellence frameworks and policies with a focus on gender equality, aiming to develop a 'code of practice' for assessing research excellence.
- Promote the benefits of gender and diversity in enhancing excellence in research and innovation systems and reinforce these systems in the context of gender equality and diversity.


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Procedure/ Organization Structure

The team will be led by six faculty members, one from each department, along with twelve student representatives, comprising one boy and one girl from each department.

Roles and Responsibilities.

- Promote communications that reflect unbiased representations of gender equity.
- Conduct workshops to foster diversity and gender-sensitive communication among members and employees.
- Organize regular awareness-raising activities for students and staff.
- Encourage faculty to promote collaboration, fair representation in leadership roles, and impartial participation in classes. Facilitate gender balance in team projects, and ensure open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints, and counseling during class hours and at hostels.
- Ensure a balanced gender quota in hiring committees.
- Conduct gender sensitization programs.
- Discuss and debate women-related themes and topics.
- Organize leadership camps for the personality development of girl students.
- Conduct women empowerment programs for those in need.
- Implement programs at orphanages to uplift women and children.
- Form a women's study cell and maintain an active Anti-Sexual Harassment Committee to offer various gender sensitization programs.
- Regularly check the functioning of vending machines and inspect sanitary napkin incinerators.
- Implement measures to evaluate students' confidence as a result of gender equity awareness initiatives.
- Celebrate International Women's Day annually, promoting messages about women's safety and etiquette.
- Ensure the women's cell or counselors interact with students about various gender issues and personal distress to develop sensitivity and resolve social issues.
- Provide and maintain ladies' common room facilities in every block/department, inspecting and monitoring them periodically.
- Supply sanitary napkins to maintain health and hygiene for girls.
- Conduct awareness programs on women's rights and the prevention of workplace harassment, as per government regulations.
- Organize slogan writing competitions and group discussions on Women's Day.
- Host seminars on women's safety and security within the institute.
- Conduct annual surveys on gender equity awareness.
- Arrange semester-wise invited talks on gender equity from both boys and girls.
- Develop a mechanism to identify student issues in this area and utilize counselor services to address them.



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