Basavarajeshwari Group of Institutions
BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
Autonomous Institute under VTU - Belagavi
"Jnana Gangotri" Campus, Bellary-Hospet Road, Near Allipura Village,
BALLARI - 583 104 (Karnataka)
Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

CCTV CAMERA FOR SECURITY PURPOSE

FIRE EXTINGUISHER

SAFETY FIRST

SAFETY

A B C

POWDER

YOU ARE UNDER CCTV SURVEILLANCE

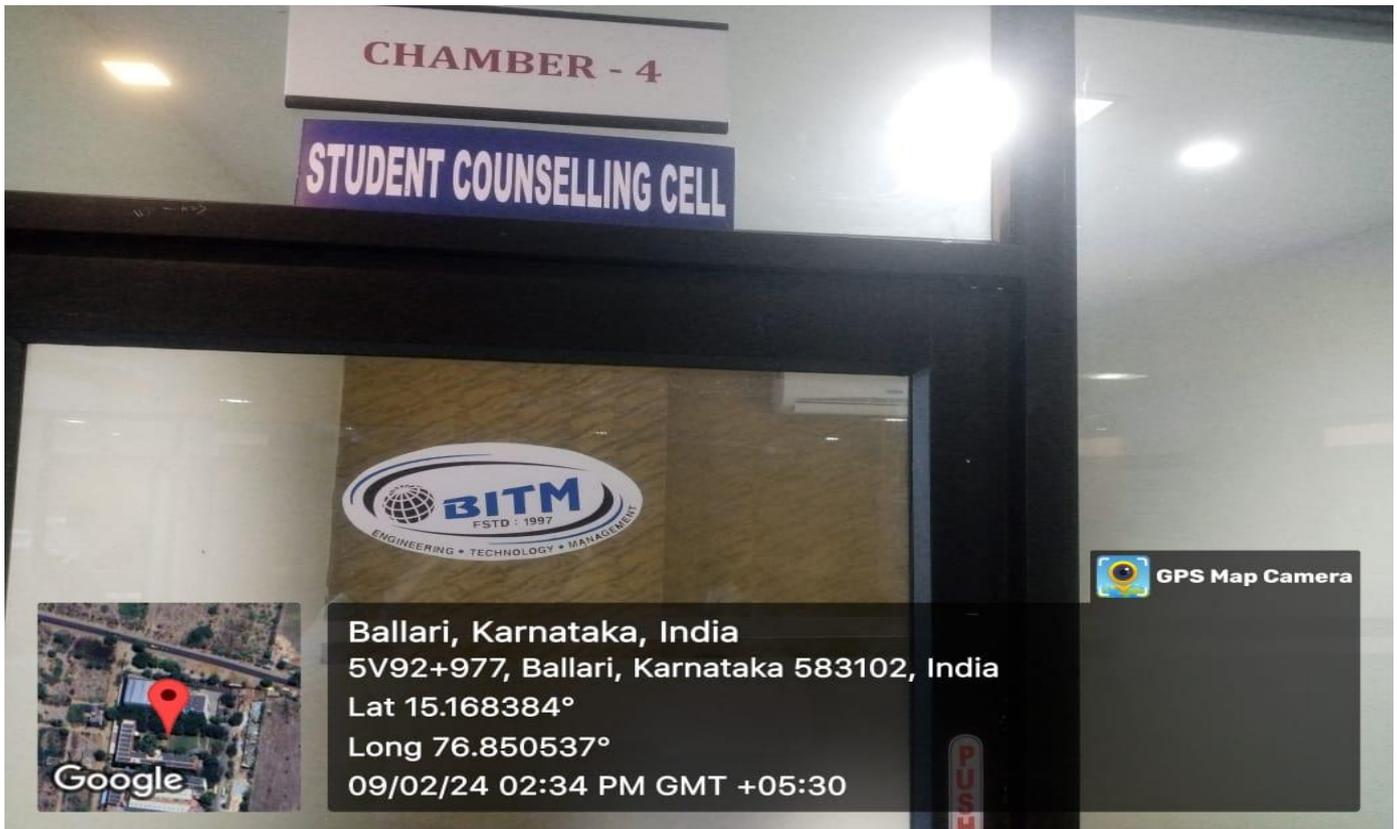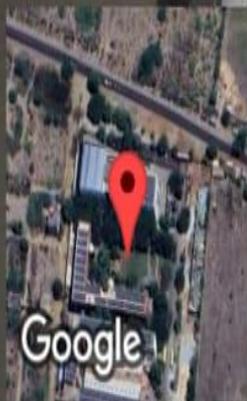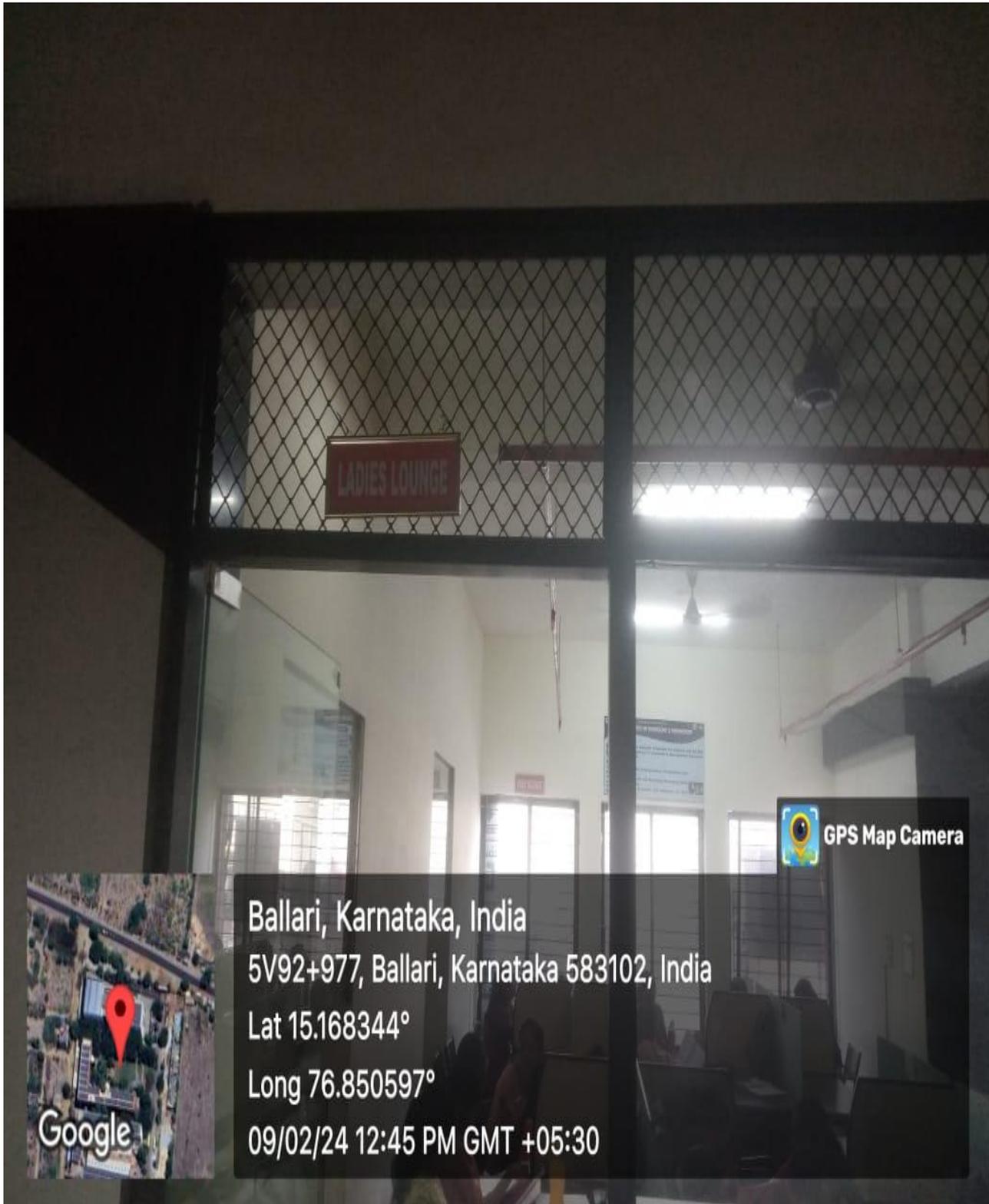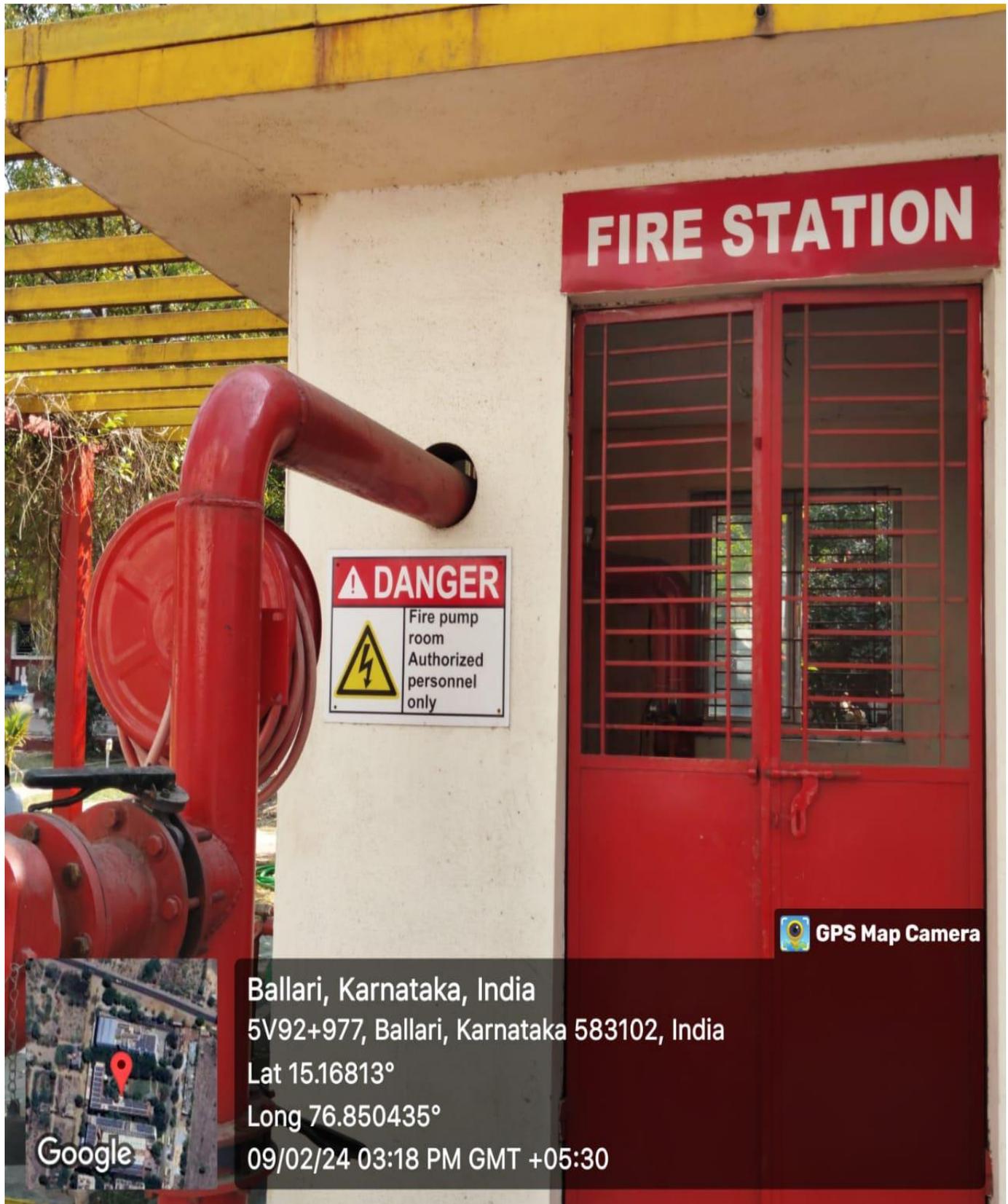GPS Map Camera

Ballari, Karnataka, India
5V92+977, Ballari, Karnataka 583102, India
Lat 15.168147°
Long 76.850379°
09/02/24 03:19 PM GMT +05:30

Google

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STUDENT COUNSELLING CELL

Basavarajeshwari Group of Institutions
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Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

LADIES LOUNGE

LADIES LOUNGE

GPS Map Camera

Ballari, Karnataka, India
5V92+977, Ballari, Karnataka 583102, India
Lat 15.168344°
Long 76.850597°
09/02/24 12:45 PM GMT +05:30

LADIES LOUNGE

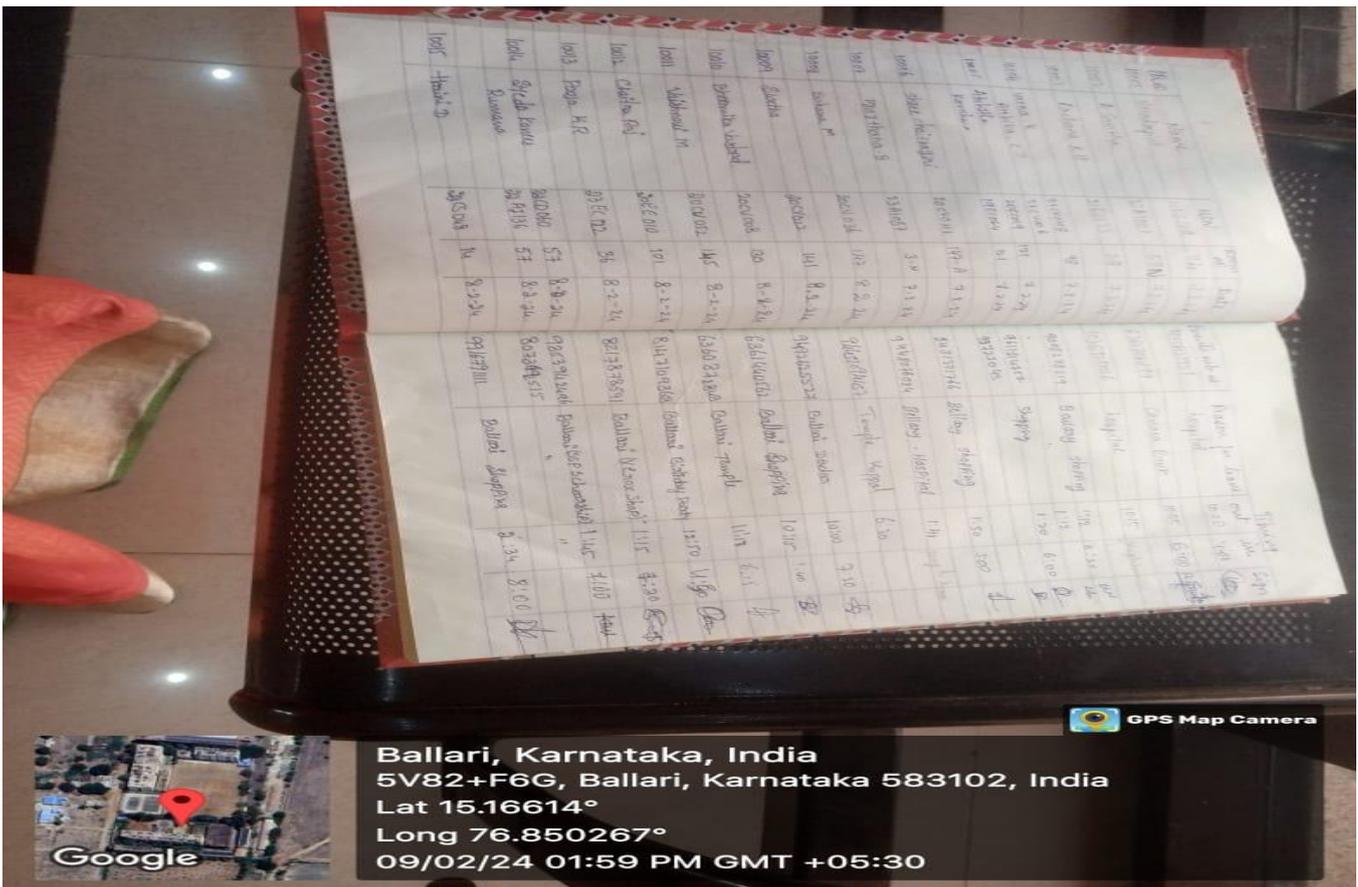Basavarajeshwari Group of Institutions
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Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

FIRE EXTINGUISHER

GPS Map Camera

Ballari, Karnataka, India
5V92+273, Ballari, Karnataka 583102, India
Lat 15.168095°
Long 76.85026°
09/02/24 03:17 PM GMT +05:30

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FIRE STATION

FIRE STATION

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HOSTEL PERMISSION AND STUDENT ENTRY REGISTER

Basavarajeshwari Group of Institutions
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Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

INVLOVEMENT OF WOMENS AS HOD / BOS / CORDINATORS

BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
Autonomous Institute under Visvesvaraya Technological University, Belagavi
(Recognized by Govt. of Karnataka, Approved by AICTE, New Delhi)
"Jnana Gangotri" Campus, #873/2, Ballari-Hosapete Road, Near Allipura, Ballari-583 104 (Karnataka)
Ph: 08392-237167 / 153, Principal: 99024 99388, email: bitmbly@gmail.com, principal@bitm.edu.in, web: www.bitm.edu.in

No. BITM /CoE/ BoE / 2023-24

Date: 12/02/2024

BoE - Appointment Letter

We take the privilege of approving (as proposed by BoE Chairman) and appointing the following list of faculties as members of **BoE – Department of Management Studies** based on exemplary qualifications and professional expertise. The commitment to academic excellence and track record makes a valuable addition to our esteemed board. The Board of Examiners is constituted in-line with UGC/VTU for Autonomous Institutions and nominated for 2 years i.e. **2023-24 and 2024-25**.

Sl. No.	Name of the Member	Position
1	**Dr. JANET JYOTHI DSOUZA** Professor & HOD Department of Management Studies, BITM, Ballari	Chairman
2	**Dr. CHRISTOPHER RAJ** Professor Department of Management Studies, BITM, Ballari	Internal Member -1 & Co-Ordinator
3	**Dr. ANUPAMA B** Associate Professor Department of Management Studies, BITM, Ballari	Internal Member -2
4	**Dr. K S Prakash Rao** Professor & HoD Post Graduate Department of Management Studies Adichunchanagiri Institute of Technology Chikkamagaluru, Beekanahalli (Rural).	External Member -1
5	**Prof. Ramakant Vasantrao Kulkarni** Director Academics, Chetan Business School, Hubballi. Rani Channamma University, Belagavi - 591156.	External Member -2

For any clarifications, kindly contact the undersigned on Landline No: 08392-237178 or by mail at coe@bitm.edu.in

Principal

Dr RAGHAVENDRA JOSHI
Controller Of Examinations
Ballari Institute of Technology & Management

Dr. YADAVALLI BASAVARAJ
Principal
Ballari Institute of Technology & Management
BALLARI.

A Unit of T.E.H.R.D. Trust ®, Ballari

An ISO 9001:2015 Certified Institution

Basavarajeshwari Group of Institutions
BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
"Jnana Gangotri" Campus, Bellary-Hospet Road, Near Allipura Village,
BALLARI - 583 104 (Karnataka)
Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

Basavarajeshwari Group of Institutions
ಬಳ್ಳಾರಿ ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಟೆಕ್ನಾಲಜಿ & ಮ್ಯಾನೇಜ್ಮೆಂಟ್, ಬಳ್ಳಾರಿ.
BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
Autonomous Institute under Visvesvaraya Technological University, Belagavi.
(Recognised by Government of Karnataka & AICTE, New Delhi)
Ph : 08392-237167/153, Principal : 99024-99388, e-mail : bitmbly@gmail.com, principal@bitm.edu.in, web : www.bitm.edu.in
"Jnana Gangotri" Campus, #873/2, Ballari-Hosapete Road, Near Allipur, Ballari-583104, Karnataka State, India.

Date: 29.08.2023

To,
Dr. Aradhana D,
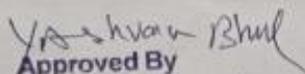Professor – CSE Dept,
BITM, Bly.

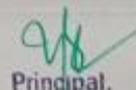### Sub: Appointment as Full time HOD of CSE-DS Dept. - Reg

In view of creation of New Branch's/Dept's viz: CSE-AI & CSE-DS & in exercise of the powers conferred, the management is pleased to appoint you as full time **HOD of CSE-DS** dept., wef: 01st September 2023 and will be extended depending on your performance. You are required to carry out the duties & responsibilities of HOD attached to the post as defined below & bring up the Department with excellence in the field.

Duties & Responsibilities:
- ✓ Responsible for all the academic affairs of the Department.
- ✓ Looks after day to day activities relating to teaching and other workloads of his/her teaching and non-teaching staff.
- ✓ Reports to the Principal regarding all the requirements of his/her department such as Faculty Member, supporting staff, equipments, books & journals, maintenance etc.
- ✓ Represents his/her department and will report to the Principal all the requirements/short comings for the development and proper functioning of the Department, during weekly/fortnightly meetings.
- ✓ Looks after the matter related to R & D, Consultancy and Scopus Research Publications.
- ✓ Arranges for Guest Lecture/Extension Lectures, Seminars, Workshops, and Conferences etc.
- ✓ Responsible for mobilizing his/her Faculty Member for different research grants.
- ✓ Responsible for innovative programmes including collaboration with other institutions, Universities and different industries.
- ✓ Responsible for student's proctor's system.
- ✓ Frame Industry oriented curriculum.
- ✓ Adopt best practices for Innovation & brand building.

Kindly maintain cooperation with all the faculties for smooth working of the dept.

Approved By
Director, BITM, Ballari.

Principal,
Ballari Institute of Technology & Management,
Ballari.

Accepted & Received:

Copy to: Dy. Director/ Principal,
            All the HOD's ECE/ME/CSE/EEE/CIV/AIML/
            Maths/Phy/Chem/A.O.

A Unit of T.E.H.R.D. Trust ®, Ballari. An ISO 9001 : 2015 Certified Institution, GSTIN : 29AAATTS138N1ZW

Basavarajeshwari Group of Institutions
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BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
Autonomous Institute under Visvesvaraya Technological University, Belagavi.
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Ph : 08392-237167/153, Principal : 99024-99388, e-mail : bitmbly@gmail.com, principal@bitm.edu.in, web : www.bitm.edu.in
"Jnana Gangotri" Campus, #873/2, Ballari-Hosapete Road, Near Allipur, Ballari-583104, Karnataka State, India.

Date: 29.08.2023

To,
Dr. Rajashree V.Biradar,
Professor & Asst. HOD – CSE Dept,
BITM, Bly.

Sub: Appointment as Full time HOD of CSE-AI Dept. - Reg

In view of creation of New Branch's/Dept's viz: CSE-AI & CSE-DS & in exercise of the powers conferred, the management is pleased to appoint you as full time **HOD of CSE-AI** dept., wef: 01st September 2023 and will be extended depending on your performance. You are required to carry out the duties & responsibilities of HOD attached to the post as defined below & bring up the Department with excellence in the field.

Duties & Responsibilities:
- ✓ Responsible for all the academic affairs of the Department.
- ✓ Looks after day to day activities relating to teaching and other workloads of his/her teaching and non-teaching staff.
- ✓ Reports to the Principal regarding all the requirements of his/her department such as Faculty Member, supporting staff, equipments, books & journals, maintenance etc.
- ✓ Represents his/her department and will report to the Principal all the requirements/short comings for the development and proper functioning of the Department, during weekly/fortnightly meetings.
- ✓ Looks after the matter related to R & D, Consultancy and Scopus Research Publications.
- ✓ Arranges for Guest Lecture/Extension Lectures, Seminars, Workshops, and Conferences etc.
- ✓ Responsible for mobilizing his/her Faculty Member for different research grants.
- ✓ Responsible for innovative programmes including collaboration with other institutions, Universities and different industries.
- ✓ Responsible for student's proctor's system.
- ✓ Frame Industry oriented curriculum.
- ✓ Adopt best practices for Innovation & brand building.

Kindly maintain cooperation with all the faculties for smooth working of the dept.

Approved By
Director, BITM, Ballari.

Principal,
Ballari Institute of Technology & Management,
Ballari.

Accepted & Received:

Copy to: Dy. Director/ Principal,
            All the HOD's ECE/ME/CSE/EEE/CIV/AIML/
            Maths/Phy/Chem/A.O
A Unit of T.E.H.R.D. Trust ®, Ballari. An ISO 9001 : 2015 Certified Institution, GSTIN : 29AAATT5138N1ZW

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Autonomous Institute under VTU - Belagavi
"Jnana Gangotri" Campus, Bellary-Hospet Road, Near Allipura Village,
BALLARI - 583 104 (Karnataka)
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Website: www.bitm.edu.in

Basavarajeswari Group of Institutions

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BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
NBA* & NAAC Accredited Institution

(Recognised by Govt. of Karnataka, approved by AICTE, New Delhi & Affiliated to Visvesvaraya Technological University, Belagavi.)

"Jnana Gangothri" Campus, # 873/2, Ballari-Hosapete Road, Near Allipur, Ballari-583104. Karnataka State, India.

Ph: 08392-237167/ 153, Fax: 237197, Principal - 99024-99388, e-mail : bitmbly@gmail.com,   web : www.bitm.edu.in

Date: 22.04.2021

To,
Dr. Vidyavathi B M,
Professor & Asst. HOD – CSE
BITM, Ballari.

Madam,

**Sub: Appointment as Professor and Head in the Dept. of Artificial Intelligence &
Machine Learning (AIML) – Reg**

Refereeing to the above subject, Management is please to appoint you as Professor and Head in the newly created Dept. of Artificial Intelligence & Machine Learning (AIML) **w.e.f; New Academic Year 2021-22** , which will be stationed at admin & PG Block 3rd & 4th Floor.

You are required to bring up the department with excellence in the field.

Kindly maintain cooperation among the other departments for the smooth functioning.

Principal,
Ballari Institute of Technology & Management,
Ballari.

Approved By
Director, BITM, Ballari.

accepted

Basavarajeshwari Group of Institutions
BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT
Autonomous Institute under VTU - Belagavi
"Jnana Gangotri" Campus, Bellary-Hospet Road, Near Allipura Village,
BALLARI - 583 104 (Karnataka)
Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

Date: 02.09.2022

To,
Dr. Janet Jyothi Dsouza,
Professor-MBA Dept,
BITM, Bly.

Sub: Appointment as Full time HOD of MBA Dept. - Reg

In exercise of the powers conferred, the management is pleased to appoint you as full time HOD of MBA dept., for a period of one year with effect from 12th September 2022 and will be extended depending on your performance. HOD Allowance of Rs.5000/- will be paid. You are required to carry out the duties & responsibilities of HOD attached to the post as defined below & bring up the Department with excellence in the field.

Duties & Responsibilities:
- ✓ Responsible for all the academic affairs of the Department.
- ✓ Looks after day to day activities relating to teaching and other workloads of his/her teaching and non-teaching staff.
- ✓ Reports to the Principal regarding all the requirements of his/her department such as Faculty Member, supporting staff, equipments, books & journals, maintenance etc.
- ✓ Represents his/her department and will report to the Principal all the requirements/short comings for the development and proper functioning of the Department, during weekly/fortnightly meetings.
- ✓ Looks after the matter related to R & D, Consultancy and Research Publications.
- ✓ Arranges for Guest Lecture/Extension Lectures, Seminars, Workshops, and Conferences etc.
- ✓ Responsible for mobilizing his/her Faculty Member for different research grants.
- ✓ Responsible for innovative programmes including collaboration with other institutions, Universities and different industries.
- ✓ Responsible for student's proctor's system
- ✓ To comply with NBA & NAAC.

Kindly maintain cooperation with all the faculties for smooth working of the dept.
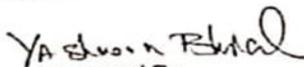
Approved By
Director, BITM, Ballari.
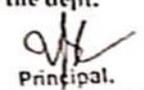
Principal,
Ballari Institute of Technology & Management,
Ballari.

Copy to: Dy. Director/ Principal,
All the HOD's ECE/ME/CSE/EEE/CIV/AIML/
Maths/Phy/Chem/A O/ MBA Dept Notice Board.

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Ph: 08392-237167/237153 Fax: 237197, e-mail: bitmbly@gmail.com
Website: www.bitm.edu.in

SCHOLARSHIP FORM

I, KEERTHI SHREE R , /o. GAYATHRI SR

studying in CSE Semester 8TH vide USN No. 3BR200VU09

My details are as under:

* Percentage of Marks: 8.5 in 7TH Semester
* Family Income: Rs. 150000 p.a.
* Caste: Brahmin
* Residential Address: D/o S.Ramachandra 479th
  6th Cross Opp Kotseshwara
  Nilya old ece factory Hospet.

I request you to kindly consider the Scholarship for my studies at your esteemed college, as per the norms of Management.

I hereby undertake to maintain good academic performance & character during my studies at your college.

The above mentioned information is true & correct to the best of my knowledge.

Date: 2/03/2023
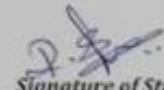
Signature of Student

OFFICE USE / ORDER

As per the request of the above student, the Management is pleased to sanction an amount of Rs. 10,000/- (Rupees Ten thousand only) as a Scholarship (Merit / Economic / Caste) for academic year 2022-23.

The student is hereby informed to maintain good academic performance.

Date: 3/3/2023 Fifth Year
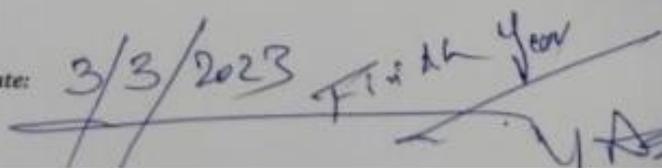
Signature of Director/Dy. Director

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Website: www.bitm.edu.in

KGB in A/-

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Ballari Institute of Technology & Management
T.E.H.R.D. TRUST (R) (An ISO 9001 : 2000 Certified Institution)
"Jnana Gangothri" Campus, 873/2, Ballari-Hosapete Road, Near Allipur, BALLARI-4.

Voucher No.

Date | 2 MAR 2023

CHEQUE PAYMENT VOUCHER

DEBIT ACCOUNT HEAD	Rs.	Ps.
Scholarship - College	10 000	—
Rupees in words Ten Thousand only	10 000	—

Paid to Keerthi Shree R   3BR20CV409   8ᵗʰ Sem

towards Scholarship Pwd by College

Paid by Cheque / D.D. / P. O. No. 006247 dated 02/03/2023

Drawn on KGB cn A/-

Remakrs :

X 100LB DL 28-09-2022

Gender Audit Appreciation Certificate

The study is conducted as per Indian and International Green Building Standards initiated in the capacity of an Accredited & Certified Green Building Professional

It is awarded for **2021-2022 and 2022-2023** to the Esteemed Institution

(Analysed for 2 years and extended validity for 1 year, thus total 3 years)

Tungabhadra Education Health & Rural Development Trust's

Ballari Institute of Technology & Management

#873/2, Jnana Gangotri Campus, Ballari - Hosapete Road, Near Allipur, Ballari - 583104 – Karnataka, India

As part of the Institution's initiatives taken by the College to ensure an unbiased Institutional practices adopted
We appreciate the immense efforts taken by Staff and students towards the Gender Balance.

Issued on **Thursday, 22 February 2024** and valid till **31 January 2025**

Nahida Abdulla Shaikh
P.G.D.R.D, ISO I. A. (IMS)

Project Head
Sustainable Academe I Sustainability Department of Greenvio Solutions, Naigaon
An environment Design and Consultancy developing Healthy and Sustainable Environments
Email: **sustainableacademe@gmail.com** I **greenviosolutions@gmail.com**

Greenvio
Solutions

Website: https://thegreenviosolutions.co.in/

Gender Audit

Study Period (Two Years) 2021 – 2022 & 2022 - 2023

Social study

AUDIT REPORT

Studied for

the Tungabhadra Education Health & Rural Development Trust's

Ballari Institute of Technology & Management

#873/2, Jnana Gangotri Campus,

Ballari - Hosapete Road, Near Allipur,

Ballari - 583104 – Karnataka, India

Studied by

Greenvia
Solutions

Website: https://thegreenviosolutions.co.in/

Email: greenviosolutions@gmail.com

Disclaimer

The Audit Team has prepared this report for the **Tungabhadra Education Health & Rural Development Trust's Ballari Institute of Technology & Management** located at _#873/2, Jnana Gangotri Campus, Ballari - Hosapete Road, Near Allipur, Ballari - 583104 – Karnataka, India_ based on input data submitted by the Institute analysed by the team to the best of their abilities.

The details have been consolidated and thoroughly studied as per the various guidelines for Green Buildings available in National and International Standards; the report has been generated based on comparative analysis of the existing facilities and the prerequisites formulated by various standards. The inputs derived are a result of the inspection and research. These will further enhance and develop a Healthy and Sustainable Institution.

These can be implemented phase wise or as a whole depending on the decision taken by the internal team. The warranty or undertaking, expressed or implied is made and no responsibility is accepted by Audit Team in this report or for any direct or consequential loss arising from any use of the information, statements or forecasts in the report.

The audit is a thorough study based on the inspection and investigation of data collected over a period of time and should not be used for any legal action. This is the property of Greenvio Solutions and should not be copied or regenerated in any form.

The Report is prepared by the Team of Greenvio Solutions under their brand and department – Sustainable Academe as Consultancy firm along with Ms. Nahida Shaikh, Project Head (P.G.D.R.D (pursuing)). who has conducted multiple capacity building programs through the organisation – Creative Station where she is Program Coordinator for various stakeholders in MMR and has immense experience in Audits and Report writing.

Ms. Nahida Abdulla
Greenvio Solutions

Developing Healthy and Sustainable Environments
We are an Environmental and Architectural Design Consultancy firm
Sustainable Academe is our department for Conducting Audits
Palghar District, Maharashtra- 401208
sustainableacademe@gmail.com

Acknowledgement

The Audit Assessment Team extends its appreciation to the **Tungabhadra Education Health & Rural Development Trust's Ballari Institute of Technology & Management, Karnataka** for assigning this important work of Gender Audit. We appreciate the cooperation extended to our team during the entire process.

Our special thanks are extended are due to everyone from the Management.

Our heartfelt thanks extended to the Chairperson of entire process **Dr. Yashvanth Bhupal,** Chairman; **Mr. Y. J. Prithviraj Bhupal,** Director and **Dr. Yadavalli Basavaraj,** Principal for the valuable inputs.

We are also thankful to Institute's Task force who have played a major role in data collection.

- ⮂ Teaching members – **Dr. D. Manikanta,** *Professor & HOD, Civil Department*

- ⮂ Non-teaching staff members – **Sri. Badrinath Deshpande,** *Site Engineer*

- ⮂ Admin staff members – **Mr. S. A. A. Rajan**

We appreciate the cooperation of the **entire Teaching, Non-teaching, and Admin staff** for their support while collecting the data.

Sustainable Academe

Brand of Greenvio Solutions, Palghar District, Maharashtra- 401208

Contents

1. Introduction

1.1   About the statements of the Institute

1.1.1 Vision

The Institute proposes *"To contribute valuable graduates for industry and society through excellence in technical & management education and research."*

1.1.2 Mission

The Institute adheres and focuses:

- ➲ *To offer state-of-the-art undergraduate, postgraduate and doctoral programmes*

- ➲ *To empower the students with Technical, Managerial Skills and professional ethics*

- ➲ *To collaborate with academia and industries for skill development*

1.2   Assessment of the Institute

1.2.1 Affiliations

The Institute is affiliated to **Visvesvaraya Technological University,** a state university located at Belgavi, Karnataka, India.

1.2.2 Certification

The College has received the following Certifications

- ➲ **AISHE** – The All India Survey of Higher Education code is C-1290
- ➲ **ISO** – Received the ISO 14001 Certifications

1.2.3 Approval

The courses are approved by **All India Council for Technical Education, New Delhi**

1.2.4 Recognitions

The College has been recognized under section *2 (f) of the UGC Act, 1956* by University Grants Commission, New Delhi.

2. Overview

2.1 Summarised Populace analysis for 2022-2023

2.1.1 Students data

The data (shared by the Institute) shows there were **3,608 students.**

2.1.2 Staff data

S. No.	Type	Male	Female	Total
1	Admin staff	59	09	**68**
2	Teaching staff	141	79	**220**
3	Non-Teaching staff	69	37	**106**
Total Staff Members		**269**	**125**	**394**

Table 1: Staff data of the Institution for 2022-2023

The staff data shows the Institute premises had **394 Staff Members.**

2.2 Summarised Populace analysis for 2021-2022

2.2.1 Students data

The data (shared by the Institute) shows there were **3,318 students.**

2.2.2 Staff data

S. No.	Type	Male	Female	Total
1	Admin staff	46	07	**53**
2	Teaching staff	157	76	**233**
3	Non-Teaching staff	70	36	**106**
Total Staff Members		**273**	**119**	**392**

Table 2: Staff data of the Institution for 2021-2022

The staff data shows the Institute premises had **392 Staff Members.**

3. Observation

Survey Results

An online survey was conducted to analyse the student and staff views about the Energy management practices adopted in College, following is the result received.
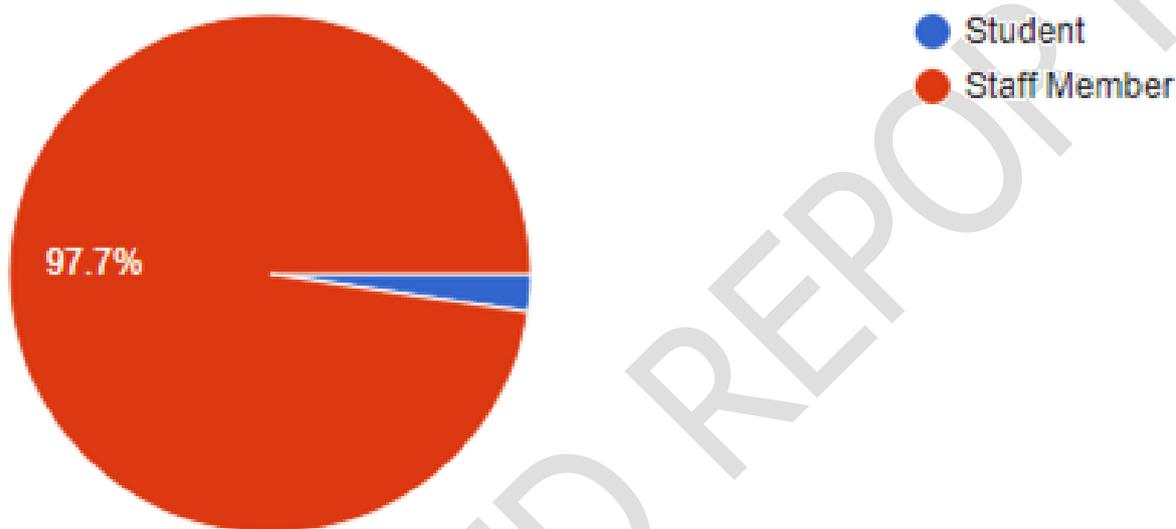
3.1 Participation

Figure 1: Participation analysis in the survey

A total of **43 responses** were received out of which 98% were staff members.

Note: The Participants were asked to review the practice on a scale of 1-5 with scale components as follows:

- ⮥ Scale 1 – Poor

- ⮥ Scale 2 – Satisfactory

- ⮥ Scale 3 – Good

- ⮥ Scale 4 – Very good

- ⮥ Scale 5 – Excellent

The figures in each of the columns of graph depict the Number of participants responses in numerical (Percentage of the participant response) – For example 101 responses (44.5%)

4. Documentation

4.1   Gender equality goals and objectives

4.1.1 Context

The Sustainable Development Goals or Global Goals are a collection of 17 interlinked global goals designed to be a "shared blueprint for peace and prosperity for people and the planet, now and into the future". The SDGs were set up in 2015 by the United Nations General Assembly. **The SDGs identifies 'Gender Equality' as SDG- 5.**

4.1.2 Survey

4.3.2.1   Measures taken w.r.t. Faculties ratio – Male to Female in the premise
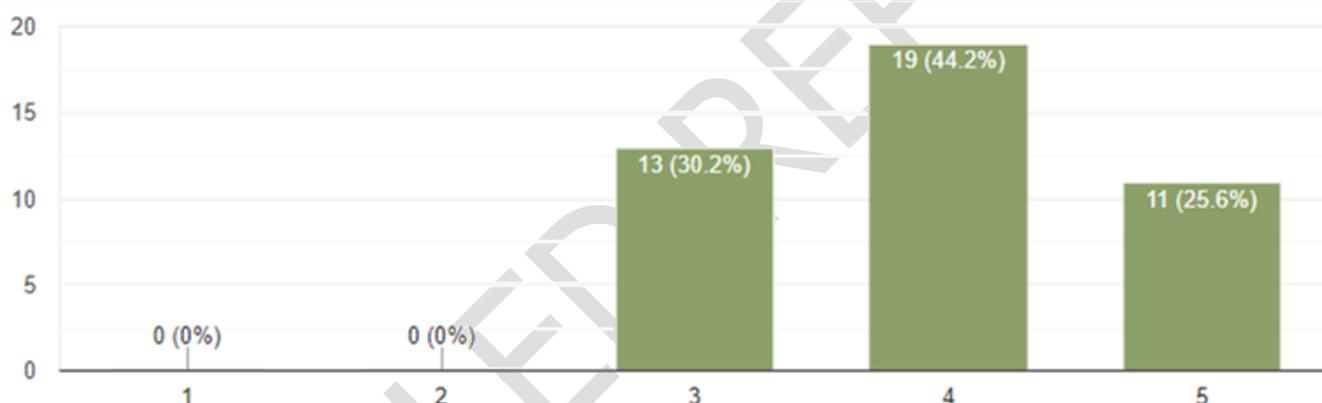
Figure 2: Faculties ratio - Male to Female in the Institute

Observation: The students and staff *almost 26% of the respondents* found practices to be Excellent (Rating of 5); whereas *almost 44% of the respondents* found practices to be Very Good (Rating of 4); and *30% of the respondents found practices to be Good (Rating of 3).*

Inference: Though the majority responses are for 'Excellent – Rating 5' is less than 50% thus this shows that the said section requires improvement.

4.1.3 Current measures

The data shared by the College stated the following scholar ships are available:

- *SC / ST / OBC scholarship from government*
- *Minority scholarship from central government*
- *Institutional scholarship*
- *Fees waiver scholarship*

4.2   Gender-wise skill enhancement

4.2.1 Context

The section focuses on the improvement in the contextual framework of the steps undertaken at present and their scope for betterment in future.

4.2.3 Current measures

The data shared by the College stated that the following practices have been adopted for betterment and gender sensitization.

- There is a Gender related **'Newsletter' Bhoomika Magazine,** headed by Dr. Renuka Sagar

- There is availability of **Anti-Sexual Harassment Committee**

- There is a detailed **'Industry readiness training program'** undertaken for all students

Sem.	Title				
1st & 2nd Sem.	1st Year â€" Induction and Orientation. Basic Communication English				
3rd & 4th Sem.	Communication & Soft Skills Training	Addl. Value Added Labs			
5th Sem.	Certification for Communication & Soft skills	Wipro Technology Learning Centre Program, e-Yantra Robotics Lab	Aptitude & Soft Skill Training		
6th Sem.	C & C++ Programming Training	IBM Training- Big data-Cloud-Mobility	Wipro Talent Next Program	Company Specific Aptitude & Technical Training/Â Mock Test, GD & Mock Interviews	
7th & 8th Sem.	Harita Techserv SIEMENS NX Design, NX Tooling, Total Machinery Handling, CATIA V5	Orient & Conduct Awareness Program on Higher Studies & Career Guidance	Core JAVA, SQL, Testing, / JDBC	Robotic Process Automation Program (RPA) Certification	Internship with reputed firms on latest technologies.

Plate 1: Industry readiness training plan

4.3   Gender mainstreaming

4.3.1 Context

The section focuses on the appropriate measures adopted towards 'Gender Planning' in the Institute. The section was studied through multiple contexts and the details are summarised below.

4.3.2 Survey

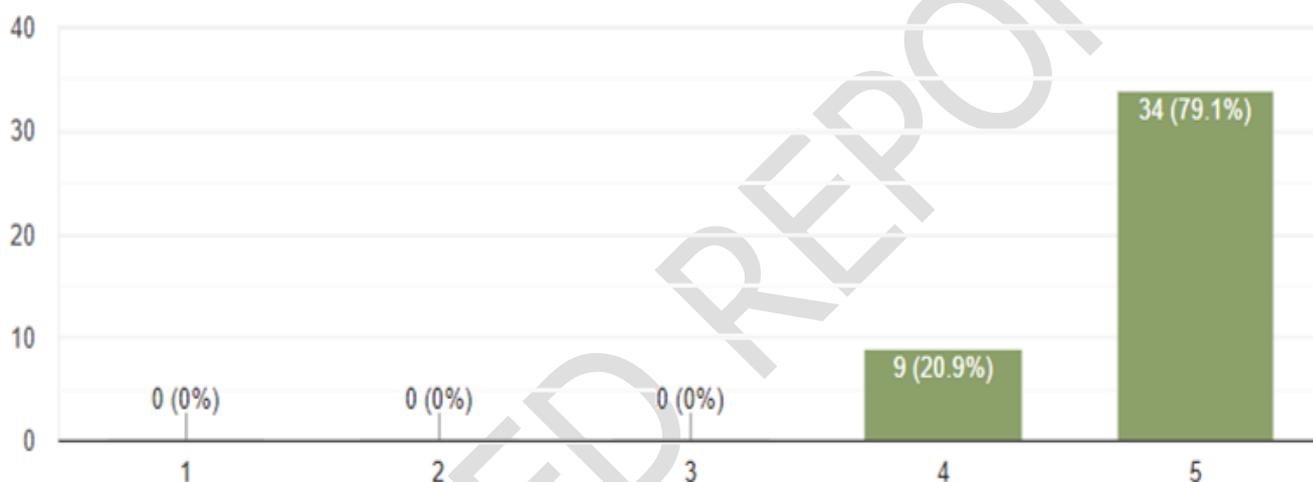#### 4.3.2.1   Measures taken w.r.t. Anti-ragging in the premise

Figure 3: Measures taken w.r.t. Anti-ragging in the premise

Observation: The students and staff *almost 79% of the respondents* found practices to be Excellent (Rating of 5); whereas *almost 21% of the respondents* found practices to be Very Good (Rating of 4)

Inference: Though the majority responses are for 'Excellent – Rating 5' are more than 50% thus the said section 'DOES NOT' require any improvement.

4.4   Gender Balance

4.4.1 Context

The section focuses on the current scenario of the administrative and similar aspects which deal with the gender balance in the premises. Though the SDG 10 focuses on Reduced Inequalities on a macro level, the study focuses on reducing inequalities on a micro level.

4.4.2 Survey

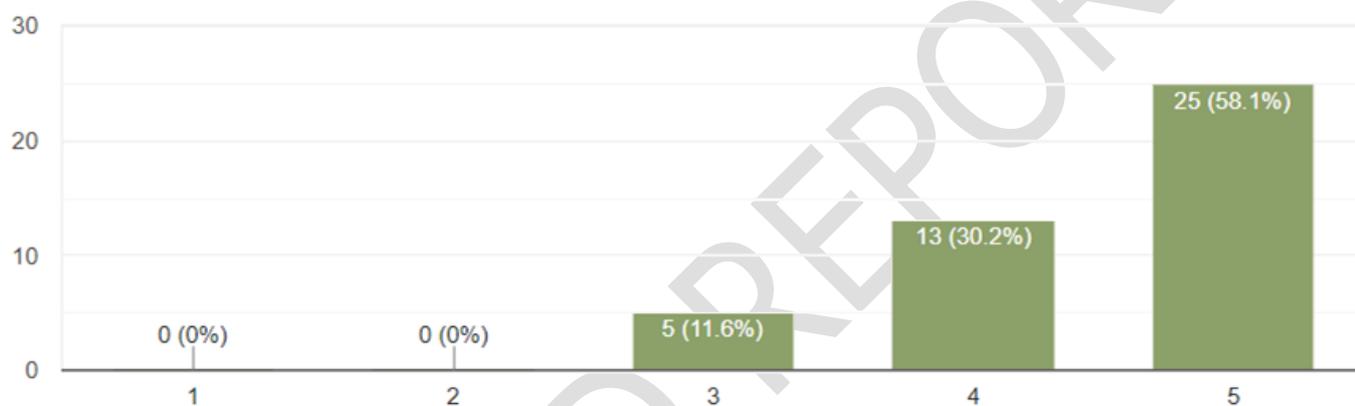#### 4.3.2.1   Measures taken w.r.t. Gender balance in the premise

Figure 4: Measures taken w.r.t. Gender balance in the premise

Observation: The students and staff *almost 58% of the respondents* found practices to be Excellent (Rating of 5); whereas *almost 30% of the respondents* found practices to be Very Good (Rating of 4); and *12% of the respondents found practices to be Good (Rating of 3).*

Inference: Though the majority responses are for 'Excellent – Rating 5' are more than 50% thus the said section 'DOES NOT' require any improvement.

5. Suggestion

The following suggestions are ***not an urgent priority*** and **can be executed in 5 years from the date of the Report submission.**

5.1 Technical suggestions by external team

⮑ **Increase and regularize the nos. of seminar/ workshops** related to:

- o *Emphasize given towards males education on how to treat women with responsibility and maturity and not as an object*

- o *Expand communication skill related to everyday sexism*

- o *Core career skills such as assertiveness, wage negotiation, work-life balance, and public speaking*

- o *Self-defence training and physical strengthening classes like karate*

⮑ Appoint a **Female Incharge** to whom female students, faculty, or ground staff can reach for any personal problems; similarly appoint a **Male Incharge** to whom male students, faculty, or ground staff can reach for any personal problems.

⮑ **Develop a wall of inspiration** to inspire students by providing images and role models that expand their dreams determining this space as **a Free-expression walls** related to gender and cultural equity

⮑ **Practicing the equality factor** in aspects such as:

- o *Ensure any educational materials used show genders in equal measure. Both boys and girls should work on projects together.*

- o *Transparency about wages/ salary* to ensure women are not receiving less than men in equivalent roles

⮑ Devise a **comprehensive approach to tackling gender inequality** through:

- o *Introduce more initiatives focusing on the progress and success of women*

- o *Day-to-day simple practices such as*

  - ▪ *Seating arrangement in auditorium for boys and girl students equally*

  - ▪ *Demonstration of practical during laboratory sessions*

  - ▪ *Equal hostel, library and gym deadlines for male and female students*

o In general, many women quit their career due to imbalance during their maternity journey. Though maternity is the biggest phase of every woman's life, facilities should be given and regulations should be implemented for the betterment of women (including Student, faculty, research scholar and employee) bearing or raising child (below one year) to provide them a healthy work environment.

5.2 Stakeholder suggestion as per survey

The following suggestions were provided by the stakeholders as part of the survey exercise.

- ⮌ Recruit more female employees
- ⮌ Implement a flexible work policy.
- ⮌ Separate staff rooms
- ⮌ Equal opportunities for positions

6. Compilation

The Gender Audit Handbook, Washington as a reference (partially) only for formal survey.

https://reliefweb.int/report/lebanon/guide-note-gender-sensitive-communication-guidelines

References:

- ➲ https://www.isglobal.org/en/-/sdg-5-achieve-gender-equality-and-empower-all-women-and-girls

- ➲ UN Women Asia and Pacific

- ➲ https://eige.europa.eu/gender-mainstreaming/toolkits/gender-institutional-transformation/step-9-developing-gender-equality-competence

- ➲ https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming

- ➲ https://guardian.ng/saturday-magazine/youth-magazine/global-goals-5/

- ➲ https://www.isglobal.org/en/-/sdg-10-reduce-inequality-within-and-among-countries