



GITAM
DEEMED TO BE UNIVERSITY

BENGALURU • HYDERABAD • VISAKHAPATNAM



SDG # 5 :: Progress Report : AY 2023 - 24

GITAM University – SDG #5 -Gender Equality -Progress report 2023-24

Introduction:

Sustainable Development Goal 5 (SDG 5) promotes gender equality and empowers all women and girls. It tackles inequality as a key barrier to sustainable development by ending discrimination, violence, and ensuring full participation in political, economic, and social arenas.

Key Targets:

- End discrimination and violence against women/girls.
- Eliminate harmful practices like child marriage and FGM.
- Ensure equal rights to resources, property, and technology.
- Boost women's leadership and equal opportunities.
- Adopt policies for gender equality and empowerment.

At GITAM University, we advance SDG 5 through women-led research, scholarships for girls, leadership programs, and community outreach—driving equity and sustainable progress.

Research:

□ Project:

- ❖ Dr. Radha Raghuramapatruni, Associate Professor at GITAM School of Business, has secured a research grant of INR 13.0 lakhs from the Indian Council of Social Science Research (ICSSR), New Delhi. This grant has been awarded in support of her comprehensive research project, which aims to evaluate the impact of the Pradhan Mantri Mudra Yojana (PM Mudra Yojana) on women entrepreneurs in North Coastal Andhra Pradesh. This empirical study holds the promise of illuminating the effectiveness of the PM Mudra Yojana in empowering women entrepreneurs, stimulating economic growth, and fostering self-reliance among its beneficiaries and contributing meaningful insights to policy development.

- ❖ A team of faculty from Kautilya School of Public Policy In collaboration with the Indian Council of Social Sciences, conducted a project “A Comparative Assessment of the Impact of Beti Bachao Beti Padhao Scheme in the Gender-Critical Districts of Telangana and Uttar Pradesh” to assess the shift in public attitude as a result of this scheme that is focused on the child girl contributinf towards the gender equity.

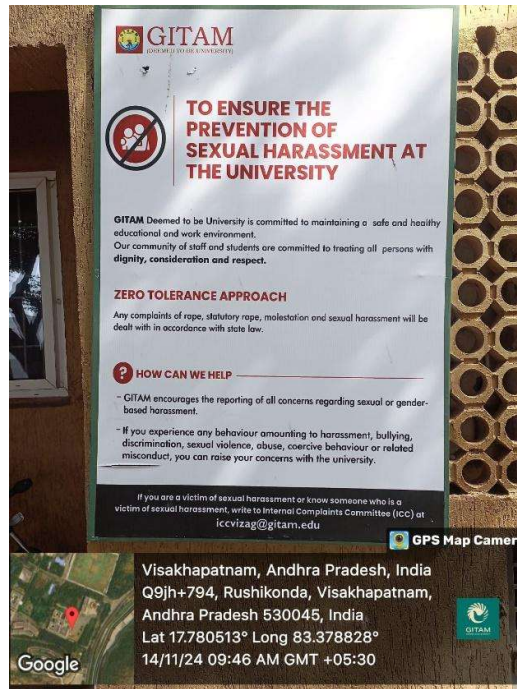
<https://kspp.edu.in/research-projects>

Education:

- ❖ In the Under Graduate program of B. A (Sociology) a specialization course viz., ‘Gender and Sexuality’ is offered. The objective of this course is make the student to understand on the perspectives in the sociology of gender and sexuality; the inter-twinning of gender and sexuality in social institutions like society, politics, employment; women activist movements in India.
- ❖ GITAM ensures the representation of women students in all its programs by taking necessary steps from the stage of application to till the end of reaching their goal. Similarly, GITAM follows equal pay practice without gender discrimination.

Key initiatives:

- GITAM is committed to prevent the sexual harassment at the university with a ‘Zero tolerance approach’. It has a well-established system to prevent, monitor, and initiate action in case of any happening.



- “Wellness of Women” (WoW) is an initiative by University launched on International Women’s day. Under this initiative, motivational talks by eminent speakers, workshops, contests, and wellness activities such as a walkathon, fitness programs/ health camps, or gym would be organized for women employees and students, they can accrue “Wellness Points” which could be redeemed at GIMSR hospital.
- As a recognition to women power, awards for women employees and students for their achievements in various fields were given by GITAM University every year.
- Establishment of ‘New Mothers Room’ in Hyderabad Campus, is another initiative of the GITAM to support the women employees or students who return to University after availing the maternity leave.

Non-Discrimination

GITAM follows Non-Discrimination that encompasses not to have any action that directly or indirectly results in differentiation, exclusion, limitation, or favoritism with the intent or effect of undermining or

hindering equal treatment in educational or professional settings. It can be based on factors such as caste, religion, creed, language, Gender, ethnicity, disability, or any imposition of restrictions solely on female students or employees, which contradicts the principles of human dignity.

GITAM applies its non-discrimination policy even for an individual who identifies or expresses themselves differently than the sex they were assigned at birth ie., transgender

Particularly in admissions, the right to get admission can't be denied based on any particular basis that creates a discrimination. The admission is purely based on the merit. Apart from that a special positive discrimination is folloed based on the certain aspects like 'Economically Weaker Section(EWS), origin from certain States like Jammu & Kashmir (under PMSSS), Sports Persons.

GITAM adheres to this policy and its clearly mentioned in all its communications.

In all the academic regulations of various programs it is explicitly mentioned.

<https://www.gitam.edu/academics/academic-regulations>

In the admissions brochure of research admissions also it is clearly stated, which is kept as an evidence.

Progress:

□ Since the day of establishment, GITAM is committed towards, gender sensitivity. It has Women Empowerment Cell. Headed by a committee, which gets regular reconstitution for every 2-years.

<https://womenempowerment.gitam.edu/Members>

The objectives of this cell are

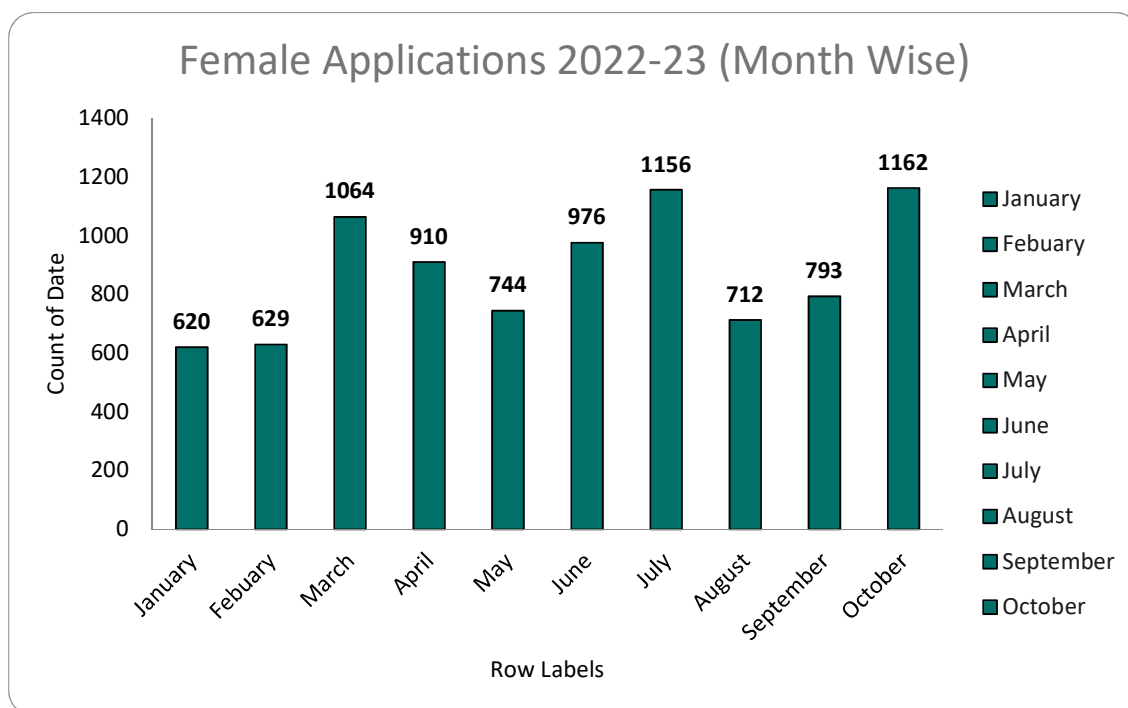
- ❖ To identify and promote the strong leadership and growth of women as individuals in their own right.
- ❖ To develop the self-confidence of women in building their capacity.

- ❖ Training the women to impart knowledge of opportunities and resources available to get backing support.
- ❖ To educate girl students on women specific health issues and measures to be taken.
- ❖ Creating social awareness about the problems of women, gender equity and prevention of sexual harassment.

They will organise various programs for female staff and students and extend their support and ensure that there wouldn't be no discrimination based on gender in the university functioning.

- The percentage of acceptance of women candidates for higher education is more than 85%.
- GITAM has a well-defined admissions policy where the process for admissions for the new academic year, the admissions committee headed by the admissions chairperson periodically conducts review meetings and monitors the application rate, entry rate, withdrawal rate, and counselling for women prospective students by senior women faculty by addressing their queries. A dedicated Women Helpline number is made available to encourage prospective women students. <https://www.gitam.edu/contact-us> around the clock, this dedicated number is available 08912 866424.

□ **Tracking the Female application**



□ **Tracking the Female graduation**

GITAM sets 100 percent target for the successful completion of the program by the students. Due to some unavoidable circumstances some students could not complete their program. In general, the success rate lies in between 95% - 98%.

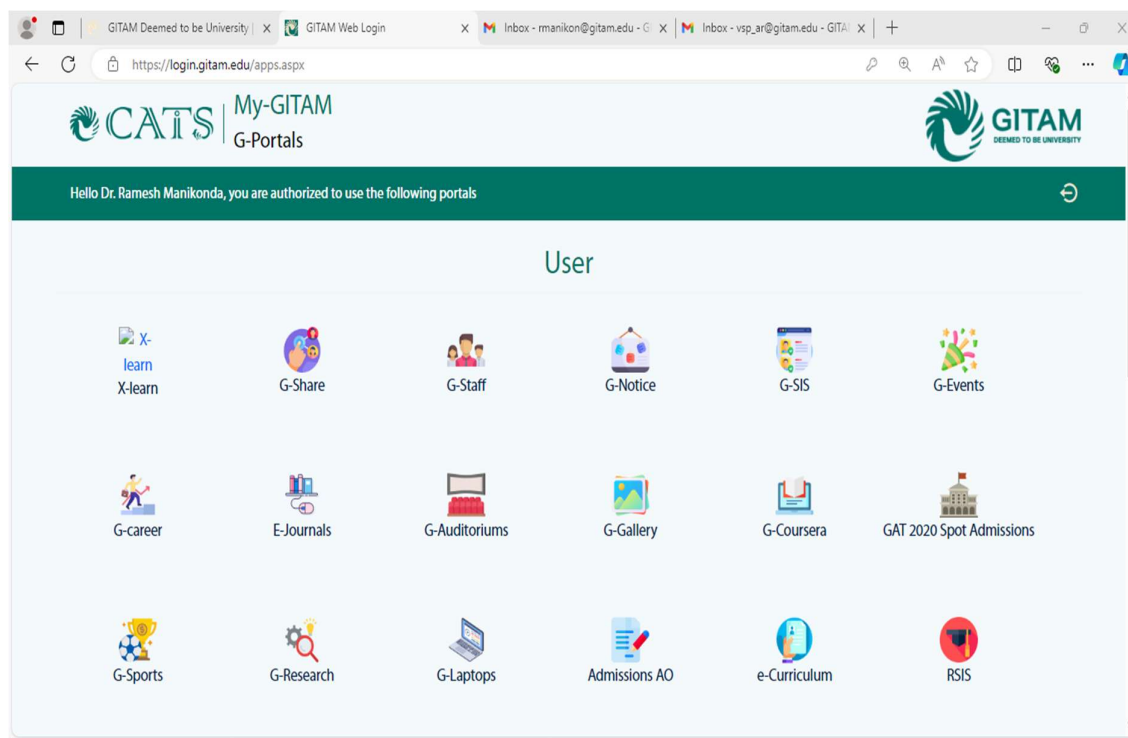
GITAM has a well-designed & structured online system called G_SIS (GITAM Student Information System) for student mentoring. Each faculty would be allotted 20 students as mentees. The academic performance and progress of these students are monitored by the mentoring faculty. They will conduct mentor-mentee meetings. The progress and performance of the students would be intimated to the parents also. Steps would be taken to support the weak students who were falling behind.

Similarly, G-result is another online module where time to time course-wise, semester-wise, program-wise results would be analyzed at various levels to ensure the support the students to succeed in their endeavor.

In this process Women students' performance and their success rate is also time-to-time monitored and the necessary support would be extended for their graduation.

The following are the screen shots of GSIS and G-result modules that are used to track the women students' graduation rate.

GITAM Student Information System (G_SIS) : Online mentoring system.



Mentor – Mentee interaction

#	Regd #	Name	Campus	Branch	Semester	Parent mobile	Student mobile	Attendance percentage
1	2023004134	VEMURI SAI ROHIT	VSP	CSE	3	9030843852	9701741047	78%
2	2023004139	RESHWANTH KRISHNA VANARASI	VSP	CSE	3	9703319880	9908331416	84%
3	2023004171	SANE SAI MANIMOHAN	VSP	CSE	3	9440118775	9581994689	79%
4	2023004181	PUKKALLA YASWANTH	VSP	CSE	3	9490976321	8522976320	53%
5	2023004217	PADALA JYOTHI REDDY	VSP	CSE	3	9866834063	7036421997	75%
6	2023004218	KOTRA KARTHIK	VSP	CSE	3	8790072481	8688574963	77%
7	2023004221	PARUCHURU VENKATA MONEESHA	VSP	CSEAIML	3	9440168760	8332927608	87%
8	2023004239	MADDO SNEHA	VSP	CSE	3	9985336676	9866411370	86%
9	2023004255	AMPOLU DEEPIKA RANI	VSP	CSE	3	8978811303	8121466341	85%
10	2023004272	JAGATHA PAVAN SAI	VSP	CSE	3	9959605441	7075353189	85%
11	2023004283	NIRMALA DISHA	VSP	CSE	3	9866559875	6300976117	79%

अध्या Adhva:

Adhva (अध्या) is a word from Sanskrit, liberally used in sacred texts to indicate Course/ Road/ Route/ Step/ Way/ Path/ journey. CC&M has been introduced with the noble aim of making the GITAMite's journey meaningful and rewarding during the academic program and as an alum as well. Hence, CC&M processes has been named Adhva.

GCGC/ Career Counselling & Mentoring (CC&M, to make it short) is our endeavour to reach out to all GITAMites on entering the haloed walls of GITAM. We assess their take-off level and benchmark within the class for measuring the progress made as the student traverses the academic journey. With holistic development in mind, our esteemed faculty mentors walk the path with the mentees throughout his/ her journey in GITAM and continue to support the Alum too. We desire that the faculty mentor be a single-stop solution provider to all the queries related to academics, co & extracurricular activities, career goals and enablement

To explore more, go ahead and click on:

Guidelines

Meetings

Mentee Absent/Not Contactable

Information to Parents

Asraya (अश्रय)

Sri Ramesh Manikonda

Asraya (अश्रय) in Sanskrit means **assistance**. Asraya has been designed with an aim to bring all the Career Services being offered to our student community under one roof. It is a one stop solution from GCGC for the University students to avail services related to Counselling & Mentoring, Competence & Skill Development, and Career Fulfillment including Other Career Options. Hence the platform is titled as Asraya.

GCGC's Asraya is designed and developed to be part of every GiTAMite's Journey. This platform helps the students to interact with Mentors to seek guidance and support, participate in Competence and Skill Development activities conducted by Directorate of Competence Development and utilize the services of Career Fulfillment for Jobs and Internships along with Higher Education and Other Career Services.



Adhva(अध्व)



Student Information

G-Result Online Module for result analysis – tracking the women students' graduation rate

Sample : in Semester-2 of 2022-23 batch of Computer Science & Engineering , the gender-wise details of the no of students appeared for examination, passed in the examination, failed in the examination with one course and two courses etc., for Visakhapatnam campus:

The screenshot displays the G-Result Online Module interface. The top navigation bar includes the GITAM logo, a menu icon, 'G-Results', and a session time of 09:48. The left sidebar lists various report options: Result analysis, SGPA / CGPA details, Course wise report, Result sheet, Consolidated report (selected), Backlog Report, Consolidated Results Data, and Semester wise Sgpa Cgpa (DIS Test). The main content area is titled 'Consolidated report' and features a search filter with dropdowns for Campus (Visakhapatnam), College (School of Technolog), Department (Computer Science & Engineering), Degree (UG), Batch (2022-2023), Semester (2), and Branch (CSE). A 'Search' button is present. Below the filters is a table showing student statistics.

Particulars	Total	Girls		Boys	
		Day scholars	Hostellers	Day scholars	Hostellers
No. of students appeared	925	178	60	511	176
No. of students passed in all subjects	829	169	55	448	157
No. of students failed	96	9	5	63	19
No. of students failed in one subject	41	3	2	27	9
No. of students failed in two subjects	14	2	0	9	3
No. of students failed in three & more subjects	34	3	3	22	6
Pass percentage	89.62	94.94	91.67	87.67	89.2

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Engagement:

- In October 2023, Mr Hilux Fokou Ngoumo, a final year BCA student from GITAM School of Science, Bengaluru Campus, was selected as one of the 20 Global Youth Fellows for Gender Equality (GYF) out of nearly 500 applicants worldwide. In March 2024, Hilux took part in the Commission on the Status of Women (CSW68), where he highlighted the vital connection between gender equity and technology, drawing upon his expertise in the tech field to champion the empowerment of women and girls. This recognition not only validates his commitment to gender equality but also provides a platform to amplify his voice on a global stage. Hilux's journey exemplifies GITAM's commitment to empowering students to make meaningful societal contributions. His advocacy

underscores the transformative potential of initiatives like CSW68 and reflects the spirit of empowerment nurtured within our institution.

https://www.instagram.com/p/C5xnATprz5N/?hl=en&img_index=1

- Organised a two-day workshop on during 14th and 15th of September 2023 on self-defense. In the workshop 'Krav Maga' is an Israeli martial art techniques and the required skills to empower and protect themselves were taught to the participants.

https://womenempowerment.gitam.edu/Activities#self_defense

Way forward:

GITAM continues to create a more supportive environment for girl students and female staff to ensure the equality in all its functioning towards contributing for this SDG