



(DEEMED TO BE UNIVERSITY)



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT 2023-24

1. Gender wise Distribution of Students across various programs

Aligned with our audit objectives, we have performed a thorough examination of the gender distribution among students in diverse academic programs within the Koneru Lakshmaiah Education Foundation. This analysis aims to verify adherence to established policies, evaluate inclusivity, and uncover any possible disparities. Figure 1 presents the gender distribution of students enrolled in various academic programs for the academic year 2023-24 at KLEF Deemed to be University. Figure 2 depicts the Gender Distribution of total Admitted Students in various Academic Programs at KLEF for the past years.

ANALYSIS OF STUDENT GENDER DISTRIBUTION ACROSS ACADEMIC PROGRAMS

- Total enrollment across various programs shows a slightly higher representation of males at 52.6% compared to females at 47.4%. Last year (AY_2022-23), the % of male students were 64%. There is a significant increase of girl students this year.
- M. Sc. Courses are filled with 2/3rd girl students. B. Sc. (Agri), BBA and B. Tech. (CS & IT) courses have admitted 65%, 63% and 62% girl students respectively while MCA, BCA, MBA, Pharma D., B. Com. (Hons.), and B. Tech. (Computer Science) have a slight female majority. M. Tech. (ES), M. Tech. (PE & PS), BA and B. Arch. Admitted 50/50 boys/girls.
- Male enrollment dominates in various engineering programs, including most M. Tech. Courses, B.Tech. ME (97%), B.Tech. CE (93%), B. Sc. Animation (83%), B.Tech. EEE (63%) and B.Tech. ECE (58%). This underscores a significant gender disparity in these engineering specializations.
- B. Pharm., M. Sc. (Chemistry), M. Tech. (CSE), and B. Tech. (IOT) also have higher enrolment of boys.
- This analysis underscores the need for targeted initiatives to promote gender diversity in technical and engineering fields, addressing the existing imbalances.
- Programs with balanced gender representation can serve as models for promoting inclusivity in education.

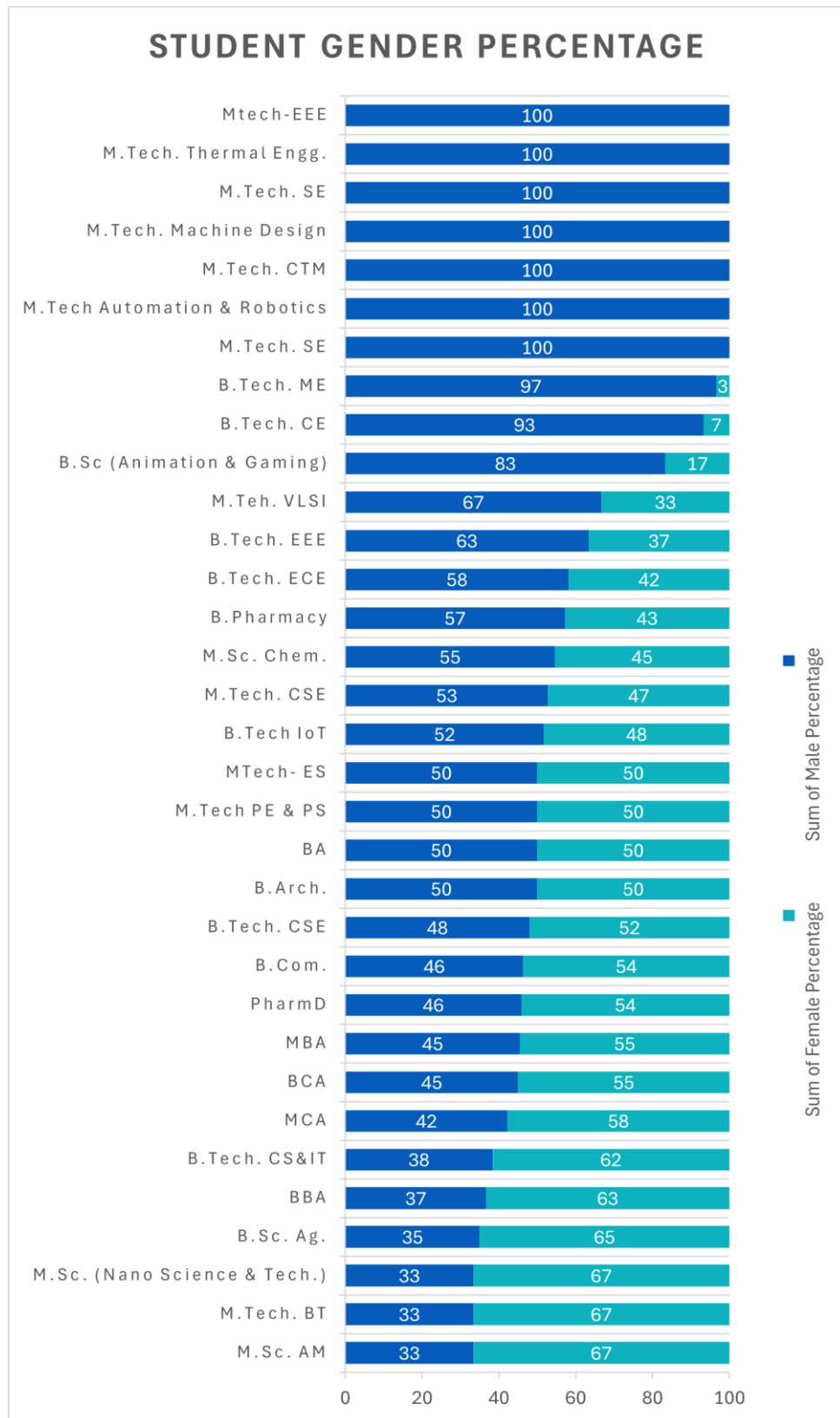


Fig. 1. Gender Distribution Analysis of students admitted Across Various Academic Programs

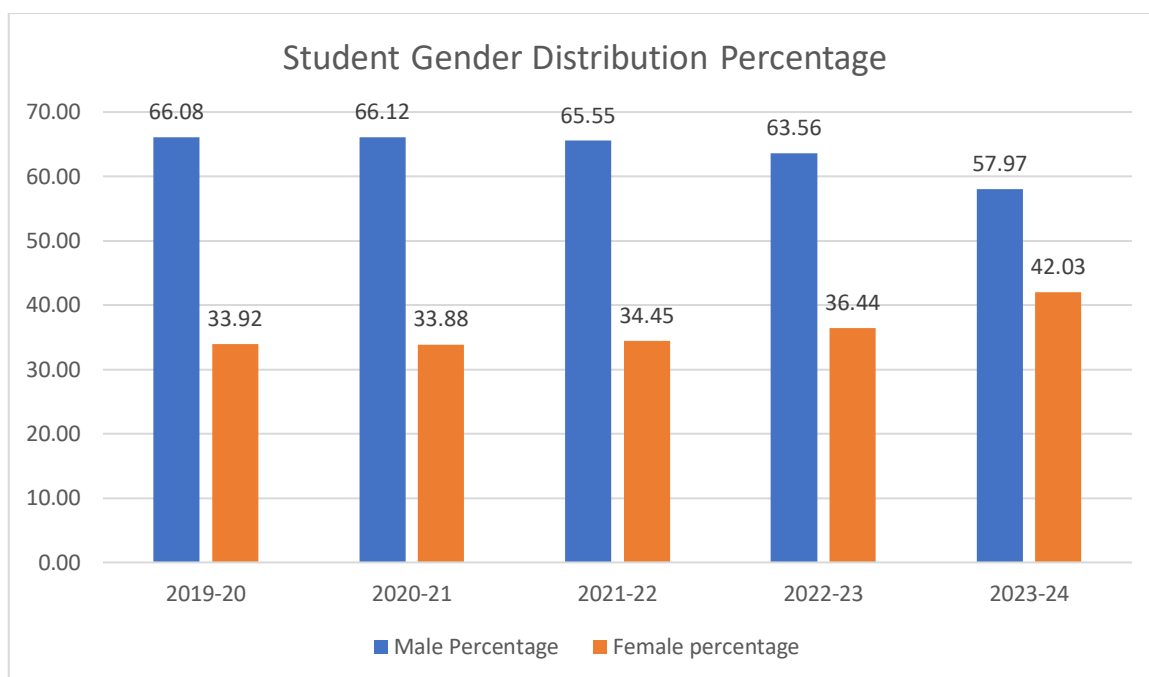


Fig 2. Gender Distribution of Total Admitted Students in Various Academic Programs at KLEF for the past five years.

Over these academic years, there is a discernible positive trend in female representation among faculty members. The latest data for 2023-24 reflects considerable improvement, suggesting ongoing efforts to achieve a more balanced gender distribution in the academic faculty. Continued monitoring and support for diversity initiatives can contribute to further progress in this regard.

2. Gender wise Distribution of Faculty across various programs

In alignment with our audit objectives, we have undertaken an extensive analysis of the gender distribution among faculty across diverse departments within the Koneru Lakshmaiah Education Foundation. This examination aims to verify adherence to established policies, evaluate inclusivity, and uncover any potential disparities. Figure 3 illustrates the gender distribution of faculty members involved in various academic programs for the 2023-24 academic year at KLEF Deemed to be University. Figure 4 depicts the Gender Distribution Analysis of Total Faculty in Various Academic Programs for the past five years.

ANALYSIS OF FACULTY GENDER DISTRIBUTION ACROSS ACADEMIC PROGRAMS

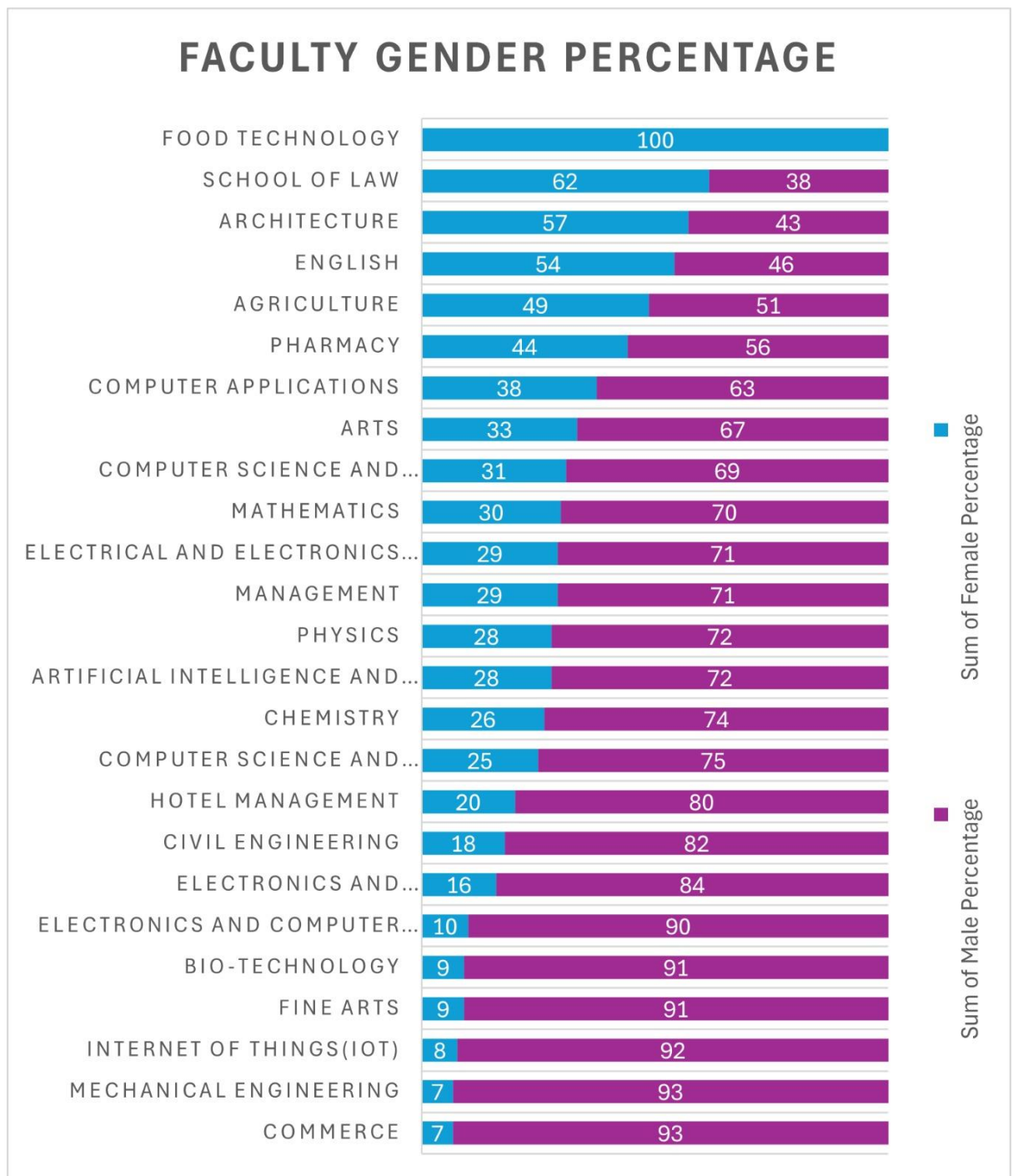


Fig. 3. Gender Distribution Analysis of Faculty serving Various Academic Programs

- The data reveals a pervasive gender imbalance, indicating a higher percentage of male faculty members across departments.
- Across various programs, the overall distribution of male and female faculty members stands at 71.13% and 28.87%, respectively. These figures were 76.54% and 23.46%, respectively. There is a clear 5.4% improvement in female faculty numbers this year compared to last year.

- Mech. Engg, IOT, Fine Arts, Biotechnology and ECM Departments have >90% male faculty. ECE, Civil Engineering, Hotel Management and CSE Departments are having male faculty between 75-90%. Many Departments, viz. Computer Applications, Arts, CS & IT, Mathematics, EEE, MBA, Physics, AI & DS, and Chemistry possess make faculty between 60-75%.
- The absence of female faculty in Mathematics suggests a need for targeted efforts to encourage diversity in this field.
- Law, Architecture, English Departments have higher female faculty, while the Dept of Agriculture have equal representation from males and females.

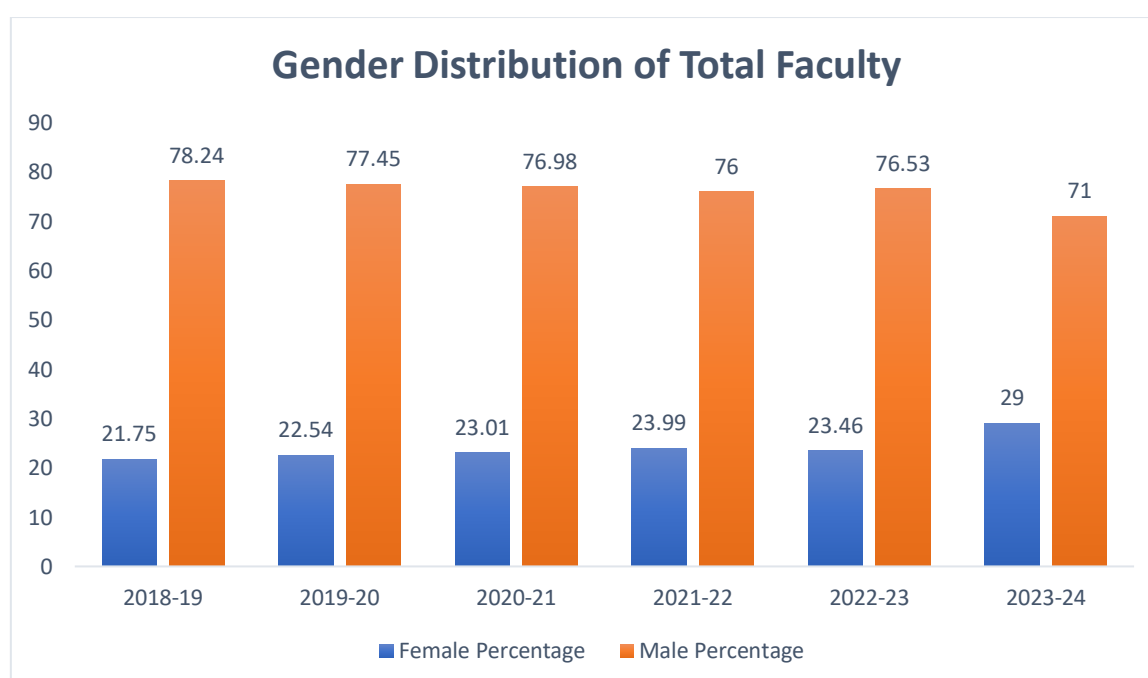


Fig. 4. Gender Distribution Analysis of Faculty serving various Programs for the past SIX years

Just like the trend of admitted students, there is a discernible positive trend in female representation among faculty members. The latest data for 2023-24 reflects considerable improvement (+5.5% compared to last year's figures), suggesting ongoing efforts to achieve a more balanced gender distribution in the academic faculty. Continued monitoring and support for diversity initiatives can contribute to further progress in this regard.

3. Analysis of Gender-Based Student Placement Across Various Companies

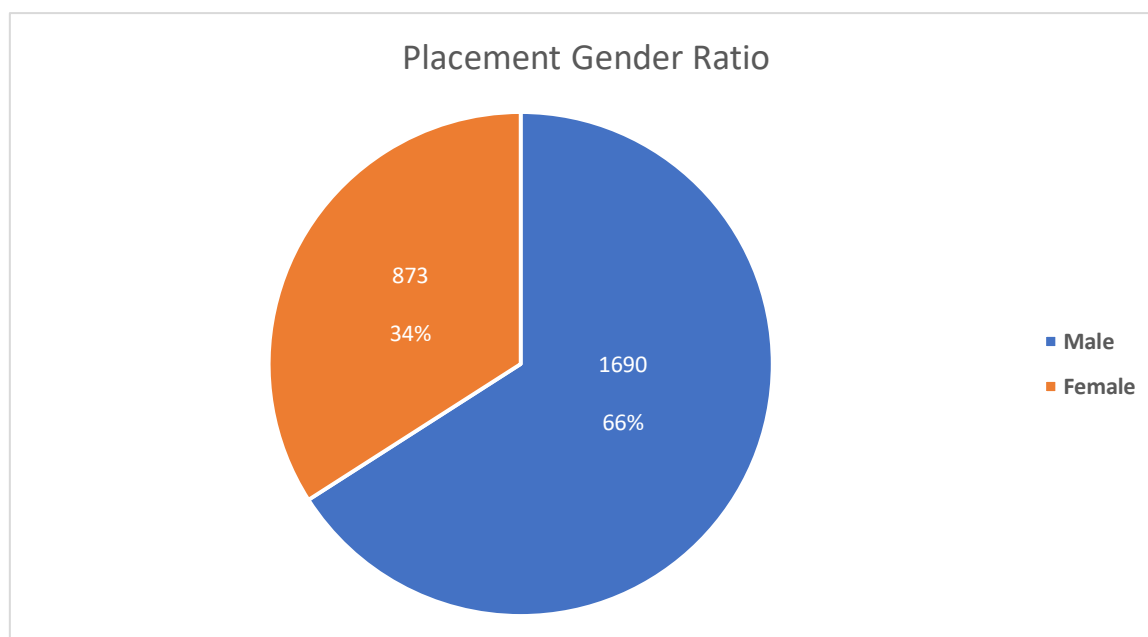


Fig. 5. Breakdown of Students Placed in Companies by Gender

In the academic year 2023-24, the distribution of placed students reveals that 66% are male, whereas 34% are female. Fig. 5 illustrates a noticeable disparity in the representation of male and female students among those successfully placed.

4. Analysis of Gender-Related Pursuit of Higher Studies Among Students

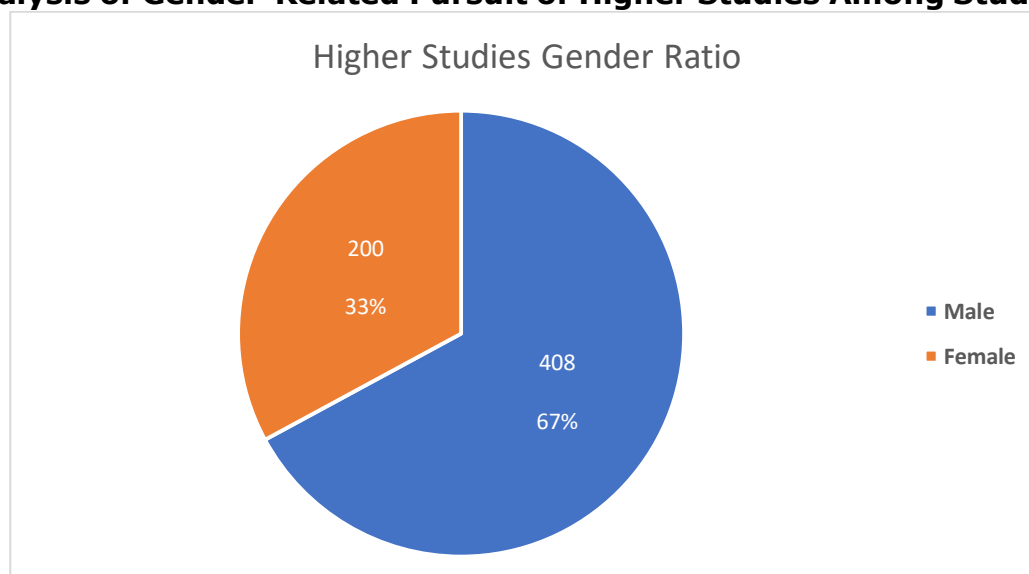


Fig. 6. Breakdown of Students' Pursuit of Higher Studies Based on Gender

In the academic year 2023-24, the breakdown of students pursuing higher studies reveals that 67% are male, while 33% are female. Notably, there is a discernible contrast in the percentage of male and female students among those choosing higher studies as illustrated in Fig 6.

5. Gender Sensitization Programs

Throughout the academic year 2023-24, inclusive gender sensitization initiatives were carried out for every member of the university community which is presented in Table 1. The primary objective of these programs was to foster awareness surrounding gender-related matters and encourage respectful interactions.

Table 1. Gender Sensitization programs during 2023-24

S. N.	Date	Name of the Event	Link
1	13.09.2023	Awareness Session on Pradhan Mantri Ujjwala Yojana, Aajeevika, Mahila Shakti Kendra	https://www.kluniversity.in/wdc/pdf/reports/2023-24/9-2023-24.pdf
2	15.09.2023	Health And Wellness Seminar on Pcod, Diabetes, And Obesity for Students, Faculty and Staff	https://www.kluniversity.in/wdc/pdf/reports/2023-24/10-2023-24.pdf
3	15.09.2023	Awareness On Atrocities Against Women: Sexual Harassment at Workplace and Domestic Violence; Training on Disha App	https://www.kluniversity.in/wdc/pdf/reports/2023-24/12-2023-24.pdf
4	20.09.2023	Women's Empowerment - Principles in Practice	https://www.kluniversity.in/wdc/pdf/reports/2023-24/13-2023-24.pdf
5	21.09.2023	Seminar on "Women Empowerment"	https://www.kluniversity.in/wdc/pdf/reports/2023-24/15-2023-24.pdf
6	23.09.2023	Awareness On Superstitious Beliefs	https://www.kluniversity.in/wdc/pdf/reports/2023-24/16-2023-24.pdf
7	24.09.2023	Daughter's Day	https://www.kluniversity.in/wdc/pdf/reports/2023-24/17-2023-24.pdf
8	29.09.2023	Career Planning and Entrepreneurship for Women Students	https://www.kluniversity.in/wdc/pdf/reports/2023-24/18-2023-24.pdf
9	10.10.2023	Seminar on Mental Health Well-Being	https://www.kluniversity.in/wdc/pdf/reports/2023-24/20-2023-24.pdf
10	11.10.2023	Seminar on Identifying the Potential Startups Among Women Faculty /Staff/Students	https://www.kluniversity.in/wdc/pdf/reports/2023-24/21-2023-24.pdf
11	12.10.2023	Seminar on Pcod Cancer	https://www.kluniversity.in/wdc/pdf/reports/2023-24/22-2023-24.pdf

S. N.	Date	Name of the Event	Link
12	19.10.2023	Awareness Program on Breast Cancer	https://www.kluniversity.in/wdc/pdf/reports/2023-24/25-2023-24.pdf
13	19.10.2023	Training On Digital App- Cyber Alert	https://www.kluniversity.in/wdc/pdf/reports/2023-24/26%20-2023-24.pdf
14	20.10.2023	Awareness Program on Gender Issues, Human Trafficking Problems, and Confidence Building	https://www.kluniversity.in/wdc/pdf/reports/2023-24/27-2023-24.pdf
15	02.11.2023	Mental Health Value System	https://www.kluniversity.in/wdc/pdf/reports/2023-24/28-2023-24.pdf
16	03.11.2023	Empowerment of Women Psychological Issues of Girls	https://www.kluniversity.in/wdc/pdf/reports/2023-24/29-2023-24.pdf
17	06.11.2023	Workshop on "Stress Management" aims to equip NSS girl students attending the Pre-RD Camp	https://www.kluniversity.in/wdc/pdf/reports/2023-24/30-2023-24.pdf
18	20.11.2023	6 Projects for Women in MEPMA Groups	https://www.kluniversity.in/wdc/pdf/reports/2023-24/32-2023-24.pdf
19	22.11.2023	Workshop on Disposal of Sanitary Napkins using Incineration Machines Usage of Sanitary Vending	https://www.kluniversity.in/wdc/pdf/reports/2023-24/33-2023-24.pdf
20	24.11.2023	Identification of People with Obesity and Awareness on BMI	https://www.kluniversity.in/wdc/pdf/reports/2023-24/35-2023-24.pdf
21	27.11.2023	workshop on Development of Prototypes (Small Devices Fabrication using IoT)	https://www.kluniversity.in/wdc/pdf/reports/2023-24/36-2023-24.pdf
22	29.11.2023 to 06.12.2023	International Day for the Elimination of Violence Against Women	https://www.kluniversity.in/wdc/pdf/reports/2023-24/37-2023-24.pdf
23	02.12.2023	Importance of Higher Education for Schoolchildren and Dropouts from School	https://www.kluniversity.in/wdc/pdf/reports/2023-24/38-2023-24.pdf
24	04.12.2023	Program on Pregnancy and Lactation, Immunization Chronic Kidney Disease (CKD)	https://www.kluniversity.in/wdc/pdf/reports/2023-24/39-2023-24.pdf
25	13.12.2023	Menstrual Hygiene in Adolescents' Awareness	https://www.kluniversity.in/wdc/pdf/reports/2023-24/41-2023-24.pdf
26	27.12.2023	Gender Sensitization	https://www.kluniversity.in/wdc/pdf/reports/2023-24/42-2023-24.pdf
27	30.12.2023	Gender Sensitization and Prevention of Sexual Harassment (GS-POSH)	https://www.kluniversity.in/wdc/pdf/reports/2023-24/45-2023-24.pdf
28	25.01.2024	Mentoring of Girl Students about 'How to be Successful in Lives	https://www.kluniversity.in/wdc/pdf/reports/2023-24/48-2023-24.pdf

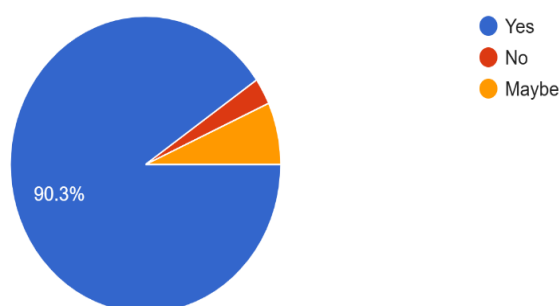
S. N.	Date	Name of the Event	Link
29	25.01.2024	Tackling the Decreasing Girl Child Ratio in India	https://www.kluniversity.in/wdc/pdf/reports/2023-24/49-2023-24.pdf
30	07.02.2024	Awareness Program on "Gender Sensitization	https://www.kluniversity.in/wdc/pdf/reports/2023-24/50-2023-24.pdf
31	28.02.2024	Gender Justice at Workplace	https://www.kluniversity.in/wdc/pdf/reports/2023-24/51-2023-24.pdf
32	15.03.2024 & 16.03.2024	Femflare -24	https://www.kluniversity.in/wdc/pdf/reports/2023-24/52-2023-24.pdf

6. Gender Audit Survey Analysis

Students Gender Audit Survey Responses

Is the KLEF a signatory of the Women's Empowerment Principles?

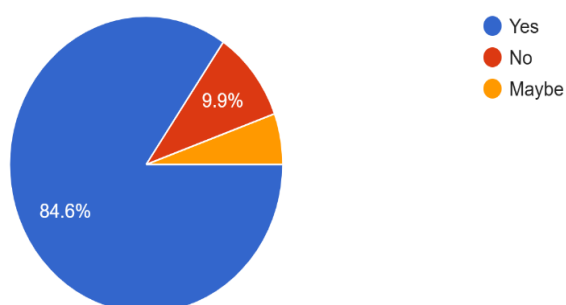
900 responses



7.

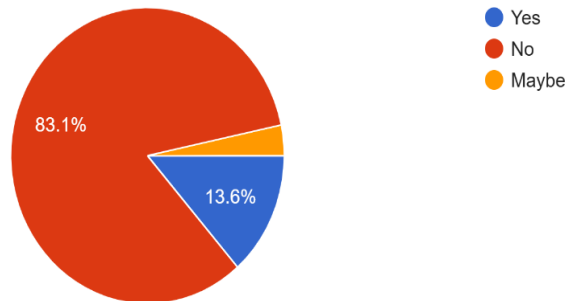
Do you feel KLEF has a gender inclusive culture?

900 responses



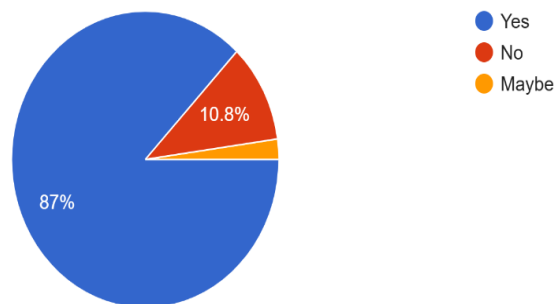
Can you think of an occasion where you feel you were treated less favorably or discriminated against due to your gender?

900 responses



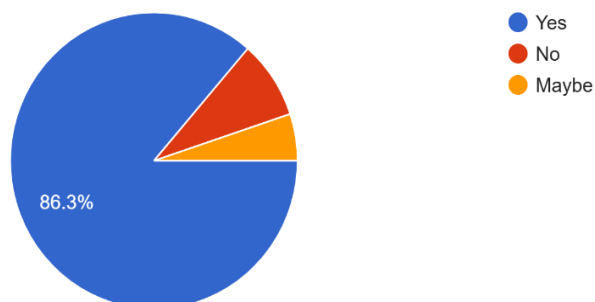
Are you aware that the University has policies on harassment and bullying?

900 responses

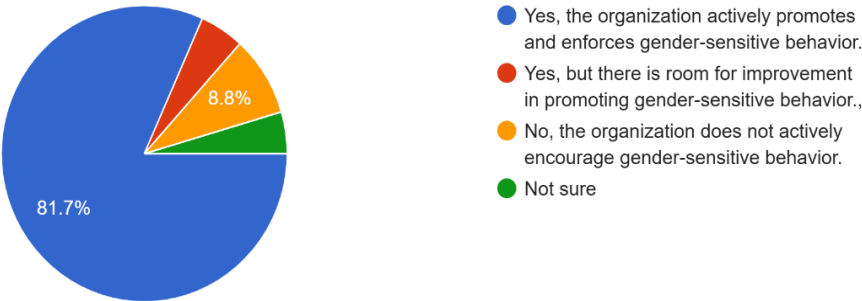


Would you know what to do if you wanted to complain about how you were being treated regarding equality or diversity issues?

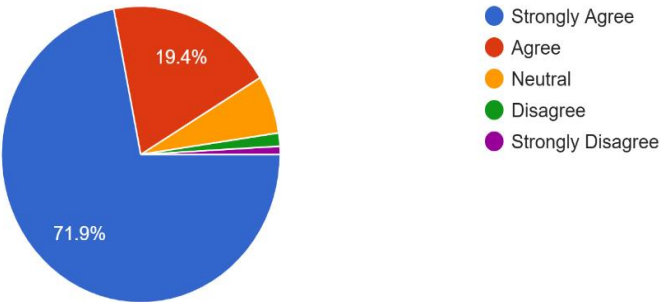
900 responses



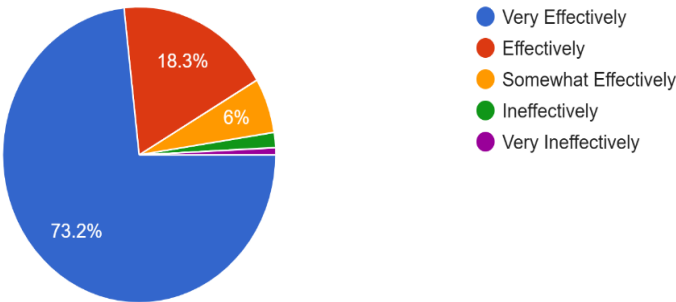
Does your organization actively encourage gender-sensitive behavior, such as using inclusive language and discouraging inappropriate jokes or comments that may be offensive to any gender?
900 responses



Does the classroom ensure fairness and equal access for everyone?
900 responses

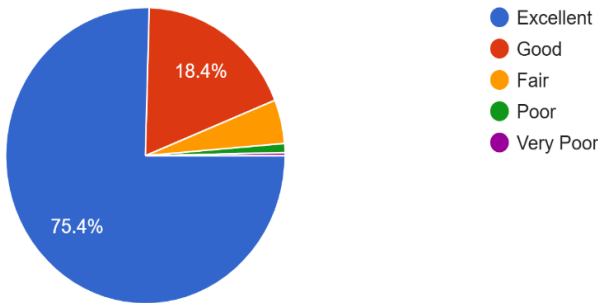


How effectively does the organization promote free and fair expression of ideas for all genders?
900 responses



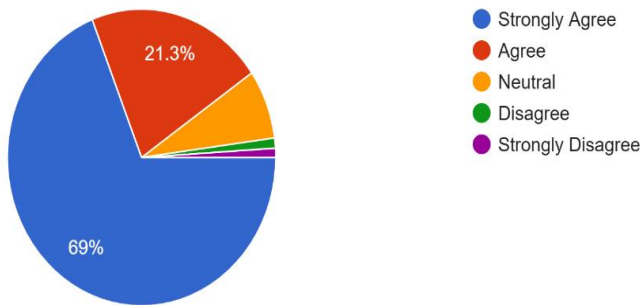
How would you rate the extent to which our university provides equal opportunities for all genders to participate in various clubs and forums?

900 responses



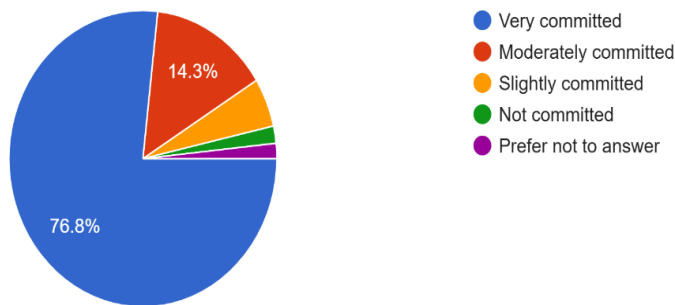
Does the college integrate gender sensitization and awareness programs into its curriculum?

900 responses

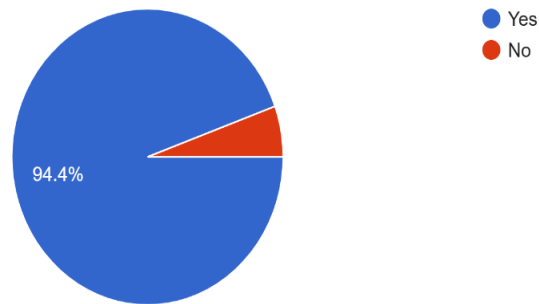


To what extent is the management committed to promoting female representation at senior levels of the organization, including the board?

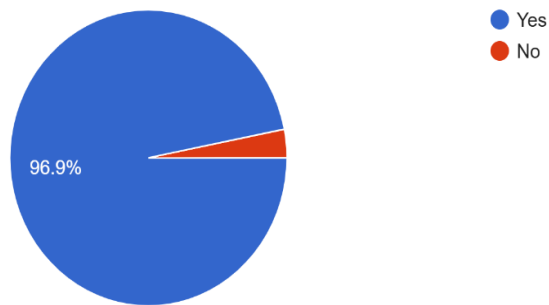
900 responses



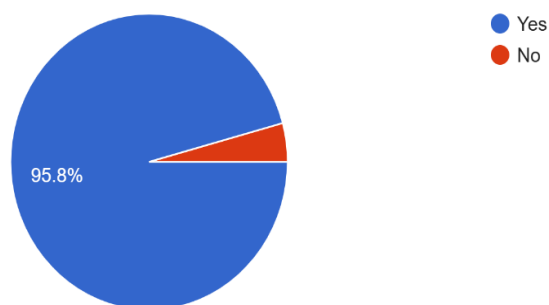
Does the organization provide gender awareness and sensitization training for its staff?
900 responses



Are there sufficient restroom facilities available on the campus for female students and staff?
900 responses

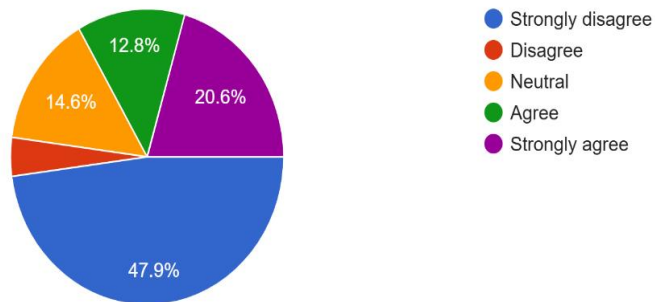


Are there sufficient waste disposal bins available in the restroom facilities?
900 responses



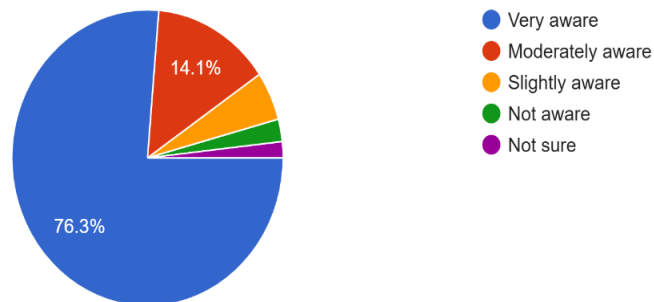
Is the staff encouraged to utilize maternity leave benefits?

900 responses



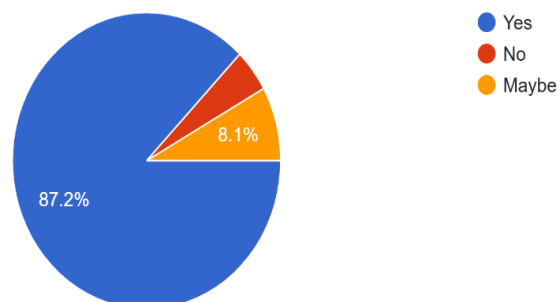
How aware are students of the existence and purpose of the Women's Cell at our institution?

900 responses



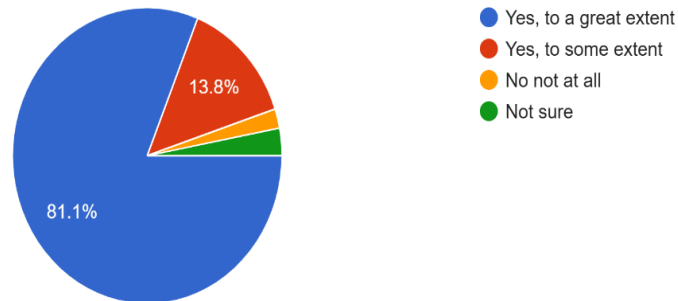
Is there training of senior management and members of your board to institutionalize gender equality in management?

900 responses



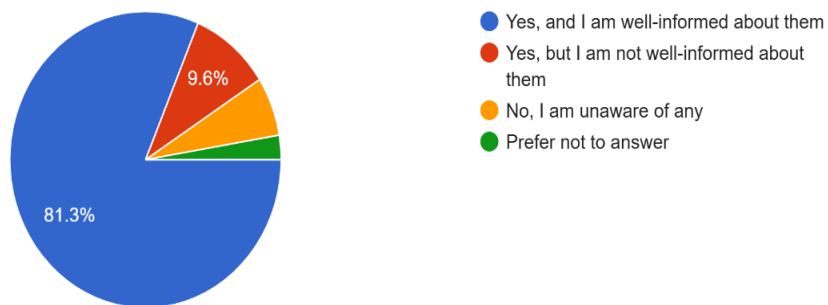
Do you think our institution actively promotes diversity and inclusion in leadership roles and decision-making positions?

900 responses



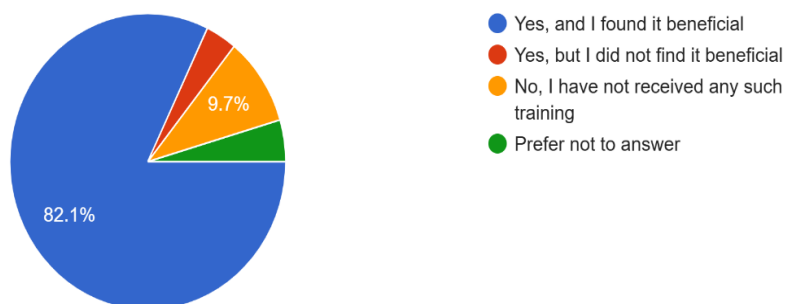
Are you aware of any policies or programs in place at our institution to address gender equality issues?

900 responses



Have you participated in any training or workshops related to gender inclusion and equity offered by our institution?

900 responses



8. Recommendations

- Departments experiencing limited female representation should explore initiatives to actively encourage higher enrollment of female students.

- Foster awareness regarding the significance of gender diversity both in educational settings and the professional realm.
- Facilitate dialogues and organize workshops aimed at challenging and dispelling stereotypes and biases associated with academic and career choices.
- Provide financial incentives, such as scholarships or grants, specifically targeting female students in disciplines where their representation is low, particularly in STEM fields.
- Implement mentorship programs to support and guide female students in their academic and professional journeys.
- Establish a feedback mechanism to continuously assess and improve gender inclusivity initiatives within the university community.

9. Concluding Remarks

Following an exhaustive Gender Audit at KLEF, a thorough examination was undertaken to assess the university's commitment to gender sensitivity and the adequacy of facilities for both men and women. The findings underscore a positive and highly satisfactory situation, affirming the university's reputation for fostering a secure and supportive environment, particularly in the realm of women's education. Notably, KLEF has been a trailblazer as one of the few universities that has consistently admitted women since its inception, reflecting a longstanding dedication to inclusivity. The rarity of untoward incidents involving women over the years is a testament to the effectiveness of the university's policies and practices in ensuring a safe and respectful atmosphere. Beyond the absence of incidents, the university actively upholds an ethos of healthy interaction between male and female students. This commitment extends beyond mere enrolment numbers, emphasizing the creation of an inclusive and supportive community where individuals of all genders can thrive academically and personally. The Gender Audit reinforces the university's positive history and serves as a foundation for ongoing efforts to further enhance gender inclusivity within the academic environment.