



# DADI INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE & Permanently Affiliated to JNTUK  
NAAC Accredited Institute & Inclusion u/s 12(f) & 12(B) of the UGC Act  
NH-16, Anakapalle, Visakhapatnam-531002, Andhra Pradesh, diet.edu.in

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## **7.1.1. Measures initiated by the institution for the promotion of Gender Equity**

Gender equity is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality. Gender equality requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards. Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources.

Therefore a critical aspect of promoting gender equality is the empowerment of women, with a focus on identifying and redressing power imbalances and giving women more autonomy to manage their own lives. Gender equality does not mean that men and women become the same; only that access to opportunities and life changes is neither dependent on, nor constrained by, their sex. Achieving gender equality requires women's empowerment to ensure that decision-making at private and public levels, and access to resources are no longer weighted in men's favour, so that both women and men can fully participate as equal partners in productive and reproductive life.

Taking gender concerns into account when designing and implementing population and development programmes therefore is important for two reasons. First, there are differences between the roles of men and women, differences that demand different approaches. Second, there is systemic inequality between men and women. Universally, there are clear patterns of women's inferior access to resources and opportunities.

To make all these happen to our girl students, Specific facilities provided for girl students in terms of:



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- Safety and security
- Counselling
- Common room
- Any other relevant information

## Safety and security:

The DIET Internal Complaints Committee (DICC) ensures posters promoting gender equity and sensitization are placed on the Notice Board in all departments to ensure a safe and secure atmosphere. With addition to that, A Complaint Box is placed outside the Internal Complaints Committee office to enable complainants to drop their complaints easily.

To provide more security for the girl students, Mobile numbers of the ICC convenors and members are made available on the Notice Board of the DICC office, College Website. Also, Strict confidentiality is maintained by the ICC to encourage the complainant to lodge complaint without fear. Faculty has been directed to keep the door of the lecture hall open during classes.

## Counselling/Talk to women and girls:

A fundamental reason we have not yet achieved gender equality in every realm is that women and girls voices are too often excluded from global and national decision-making. When programmes and policies are designed without women's needs central to their foundation, we are setting ourselves up to fail.

So, In view of it, DIET Internal Complaint Committee (DICC) has been observed such type of girl students and ICC convenors or other members will talk and motivate them to raise their voice in needs.



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## **Women empowerment sub-themes:**

### ***1. Women and Adolescent Health***

- Issues related to nutrition, maternal mortality, women and adolescents' reproductive and sexual health, cancer, pregnancy issues - prenatal and post-natal, depression and anxiety, child care, etc.
- Issues related to food security, malnutrition and anemia (that affects pregnancy and causes maternal mortality), access to primary health care related to pregnancy, its complications, Adolescent Reproductive and Sexual Health (ARSH) eg. Use of sanitary napkins, menstrual hygiene, sexual hygiene practices, Occupational health hazards - all the above could be done independently or linked to implementation and monitoring of following schemes - National Health Mission, Pradhan Mantri Surakshit Matritva Abhiyan, Janani Suraksha Yojana, Janani Shishu Suraksha Karyakram, SABLA (for adolescents), National Nutrition Mission etc. These may also be facilitated through technology by apps, mobile vans, telemedicine, etc.

### ***2. Self Defence***

- Training/ awareness programs for safety measures - girl child safety, domestic violence, work place harassment, confidence building programs, etc.
- Awareness / training regarding - self defence, Domestic Violence Act and other legal protection measures / recourses, assistance to women provided through helpline numbers and digital tools, access to apps for safety helplines and training, self defence mechanisms.

### ***3.Environment, Sanitation & Hygiene***

- Hygienic surroundings in the community, keeping environment clean, home & environment hygiene, water conservation, clean environment etc.
- Relate to Clean India Campaign, WASH, National Drinking Water Mission,

### ***4. Literacy and Life Skills***



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National Rural Livelihood Mission, and other such programs related to clean environment and sanitation hygiene.

- Basic education, formal and non-formal education (functional literacy), digital literacy, awareness against taboos, etc.
- Reduce dropout rates of girl students at pre-secondary, secondary & Senior Secondary stages through provision of toilets in schools to reduce dropout rates.
- Use of creativity by applicants of lilavati award in achieving the parameters, provision of digital e-contents, bringing girls to the level of higher education by discouraging dropouts through mentoring, encouraging digitization to enable reach of education to schools, etc.
- Building life skills -communication skills, leadership skills, soft skills etc. Increased participation of girls in taking up different vocations.
- Increase in ratio of girls from rural & village areas joining Armed Forces, Paramilitary Forces & Police service.

## ***5. Women Entrepreneurship***

- Financial safety, business opportunities, govt. schemes, credit, etc.
- Linking women to credit, microfinance, banks, forming cooperatives / SHGs, forming groups in villages for helping in decision making, skilling work eg. at least one family member to earn income through innovation; preparation of business model, promoting start-ups, All the above activities may also be linked to schemes like DDU-GKY, Pradhan Mantri Ujwala Yojana, STEP, Ajeevika, Mahila E-haat, Rashtriya Mahila Kosh, Mahila Shakti Kendra (students can volunteer for skill development, employment and digital literacy as per scheme guidelines); linkages with CSR.
- Generate visible improvement in entrepreneurship & self-employment amongst women.

## ***6. Legal Awareness***

- Women`s rights & duties, gender equality in society & work place



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## *7. Technology for Women*

- Innovative technology used for women empowerment in areas like handicraft, weaving, craftsmanship, promoting business through digital means, development of mobile app, etc.

## *8. Women Innovators (Rural/Urban)*

- Identifying/ training/supporting/promoting women innovators, patent filling etc.

**Applied for AICTEs Lilavati Award 2021-22 with four themes.**



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