



Gender Equality Action Plan

2020 – 2022



PRINCIPAL
Nehru College of
Engineering and Research Centre
Pampady Thiruvikramala, Thrissur
Dist. - 686 007, Kerala

Nehru Group of Institutions

The Group, in the past 50 years, successfully nurtured, groomed and placed approximately 1,00,000 plus students in the best of corporate, here and abroad. Our service is complete. We have branches ranging from architecture to technology across Tamil Nadu and Kerala, our corporate office in Coimbatore, all delivering objective advice and maintaining a professional level of service to students and parents.

NGI has risen above every storm and challenge and has stood tall even while going through the fiery furnace of tests. 2018 marks 50 years of this unstoppable VICTORY.

The Promoters- Nehru College of Educational and Charitable Trust

Established at an auspicious moment in the year 1968, with the primary objective of rendering selfless, dedicated and yeomen service to cause of higher education originally in the field of Aeronautical Engineering and subsequently in the field of rest of engineering branches, Management, Arts, Science, and Paramedical Sciences and has added feather after feather to its Cap. Its educational service to the poor underprivileged and downtrodden in the society is freely accessed and widely appreciated by the people, especially from Tamil Nadu and Kerala. Over the period of nearly four decades, it has established and patronized a number of prestigious Educational Institutions, all of which have grown to the stature of being accredited with ISO 9001:2000 certification by the International Certification Services. The Trust headquartered at Coimbatore has spread its wings to the neighbouring Kerala State too by establishing Educational Institutions of high reputation.

Nehru College of Engineering & Research Centre

Nehru College of Engineering and Research Centre(NCERC), situated on the banks the river Nila, is a premier Engineering college that has pioneered engineering education, research and training in the private sector. Established in 2002 by the founder chairman Shri P.K. Das, NCERC is committed to impart world class quality education in engineering and research. Dedicated to the service in the realm of technical education in Kerala, it is an ISO 9001:2015 certified institution, approved by All India Council for Technical Education (AICTE), affiliated to A P J Abdul Kalam Technological University(KTU) and is accredited by National Assessment and Accreditation Council (NAAC).

Vision : To mould true citizens who are millennium leaders and catalysts of change through excellence in education.

Mission : NCERC is committed to transform itself into a center of excellence in Learning and Research in Engineering and Frontier Technology and to impart quality education to mould technically competent citizens with moral integrity, social commitment and ethical values. We intend to facilitate our students to assimilate the latest technological know-how and to imbibe discipline, culture and spiritually, and to mould them in to technological giants, dedicated research scientists and intellectual leaders of the country who can spread the beams of light and happiness among the poor and the underprivileged.

Gender Equality Action Plan

2020 – 2022

This Action Plan aligns with the NCI Strategy and Executional Policies of creating equilibrium in all its campuses, by means of gender. The Action Plan builds on the College's existing framework and commitment to diversity and inclusion, enhancing our existing gender equality and culture where all Students, Faculty and Staff are able to receive and enjoy their respective rewards, resources and opportunities regardless of their gender identity. Girl students are equally motivated in all aspects of college activities and Women in the staff-team are strongly represented across the services sector and NCERC's workforce reflects this for both teaching and non-teaching sectors, confirming our ability to foster equitable and high performing campus ether.

Our policy is assessed across 3 key focus areas on the Gender Equality Roadmap

Governance and Empowerment

Employability and Career Development

Social Commitment

Purpose and priority areas

The purpose of the Action Plan is to contribute to the NCERC's commitment to reduce the gender gap in academic and co-curricular event participation. The Action Plan outlines the program of activities as below:

| Area | Goal | Action | Timeframe | Responsibility |
|---|--|--|------------|-------------------------------------|
| Governance and Empowerment | Ensure gender balance when nominating Student representation. | Monitor all curricular and extra-curricular activities to ensure that they are executed unbiased in terms of gender. | Dec 2020 | HOD, Class Tutor |
| | Ensure consistent, supportive, and respectful approaches for the safety of self and society | Provide training to managers to recognise and respond appropriately towards employees | Jan 2021 | Administrative Head, Campus Manager |
| Employability and Career Development | Maintaining gender profile across all leadership levels and areas over the life | Establish web based resources relating to domestic violence information, gender equality and government policies. | March 2021 | System Analyst |
| | Ensure opportunities for leadership and career progression regardless of gender | Develop targeted programs to address gender imbalance | Jan 2021 | Placement Officer |
| Social Commitment | Develop and promote a 'think differently, work differently' approach to our personnel practices. | Communication campaigns to support the principles of the NCERC Gender Equality Strategy and Action Plan. | Nov 2021 | NSS Program leads |
| | Expand and promote aspects related to societal considerations | Support our clubs and associations to establish and monitor gender equality initiatives | Jan 2022 | NCC Officers |

Nehru College of Engineering and Research Centre recognise the value our organisation and students make to society. Together we can grow, flourish and ensure economic success, contributing to the growth of the country and beyond. Within the learner journey, the culture that values and respects diversity is clearly defined as is the need to tackle gender imbalance among student community. We believe that, all our students should receive the assistance to foster their skills required to support the academic system as well as society, regardless of their gender or personal circumstances.

Asst.Prof Rajeenamol P T
Faculty in charge, Woman Cell

Dr. Sudheer Marar
Cordinator - GEAP

Dr. Ambikadevi Amma
Principal

PRINCIPAL
Nehru College of
Engineering and Research Centre
Pampady Thiruvikramaia, Thrisstur
Dist - ERNACULAM, Kerala