



PANIPAT INSTITUTE OF ENGINEERING & TECHNOLOGY

(An Autonomous Institute, Approved by AICTE, New Delhi & Affiliated to Kurukshetra University, Kurukshetra)



SDG 5 Gender Equality

Goal 5: Achieve gender equality and empower all women and girls



Panipat Institute of Engineering and Technology (PIET) is deeply committed to advancing Sustainable Development Goal 5: Gender Equality. The institute is dedicated to encourage an inclusive environment where individuals of all genders have equal opportunities to grow, lead, and excel. PIET acknowledges that gender equality is a cornerstone of a progressive and just society and actively champions initiatives that empower women, eliminate biases, and promote a culture of respect and inclusivity.

Recognizing the pivotal role education plays in driving gender equality, PIET has introduced various initiatives to bridge gender disparities and encourage inclusiveness. These efforts include scholarships designed specifically for girl students, mentorship programs, gender sensitization workshops, and activities aimed at promoting women in leadership roles.

Additionally, PIET prioritizes the well-being and empowerment of all genders through dedicated health and wellness programs, such as awareness initiatives on women's health and hygiene, and supportive policies like maternity and paternity leave. Annual gender audits further underscore PIET's strategic commitment to inclusivity and align with its broader goal of contributing to the global SDG 5 agenda.

Through these consistent efforts, PIET continues to inspire change, nurture talent, and uphold the principles of equality and inclusivity.

5.1: Women in Leadership @ PIET

At PIET, women leaders play a pivotal role in driving the institution's vision and mission forward. From shaping academic excellence to spearheading innovative initiatives, these dynamic leaders inspire and empower others within the PIET community.

This display celebrates the remarkable women heading various departments and key positions across the institute. Their dedication, expertise, and leadership are instrumental in fostering a culture of inclusivity, innovation, and excellence at PIET.



Prof (Dr) Shakti Arora HOD Dept. of Cybersecurity



Prof (Dr) Anju Gandhi Professor Incharge R&D



Prof (Dr) Suman Mann Coordinator IQAC Cell



Prof (Dr) Vinay Khatri HOD Applied Science & Humanities



Ms. Reema Tyagi Head - Establishment

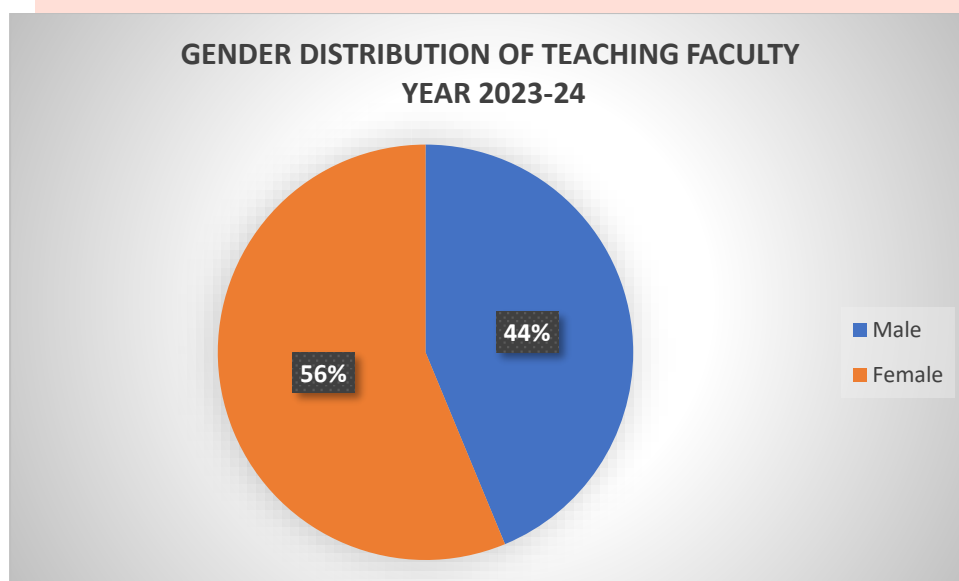
5.2. Inclusive Policies and Practices

Equal opportunities for women in recruitment, promotions, and decision-making processes.

At PIET, gender diversity is a cornerstone of its inclusive academic environment. The teaching faculty exemplifies this commitment, with a balanced and equitable representation of genders. Currently, 56% of the teaching faculty are women, reflecting the institute's dedication to promoting opportunities for female educators in the fields of engineering, technology, management, and research. Male faculty members constitute 44% of the teaching workforce, ensuring diverse perspectives and collaborative learning environments.

Table 1 Gender Distribution of Teaching Faculty

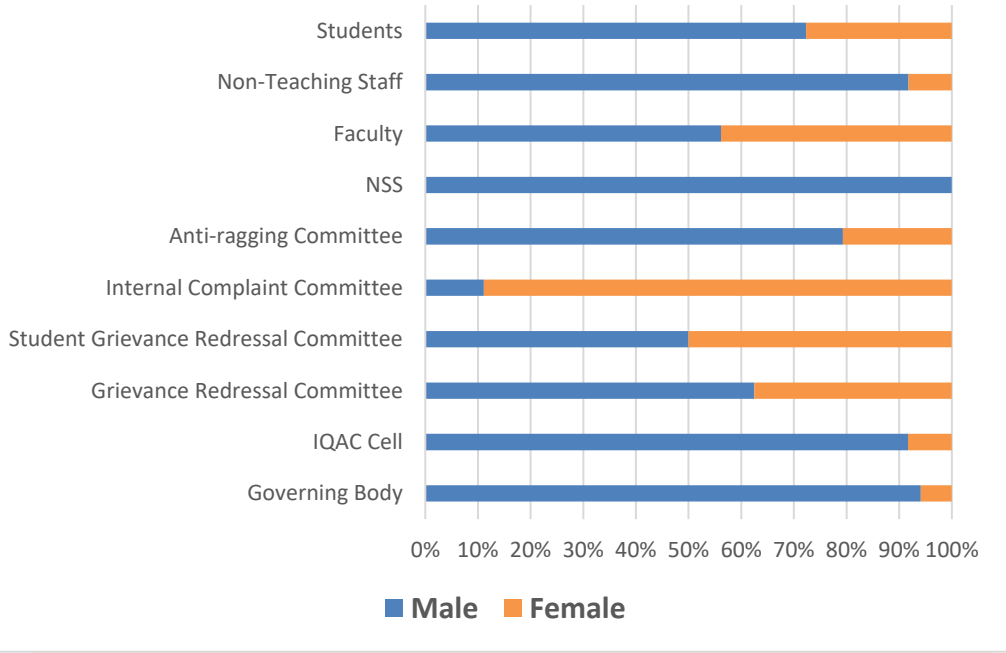
Professor		Associate Professor		Assistant Professor	
Male	Female	Male	Female	Male	Female
17	4	10	13	78	118
= 21		= 23		= 196	



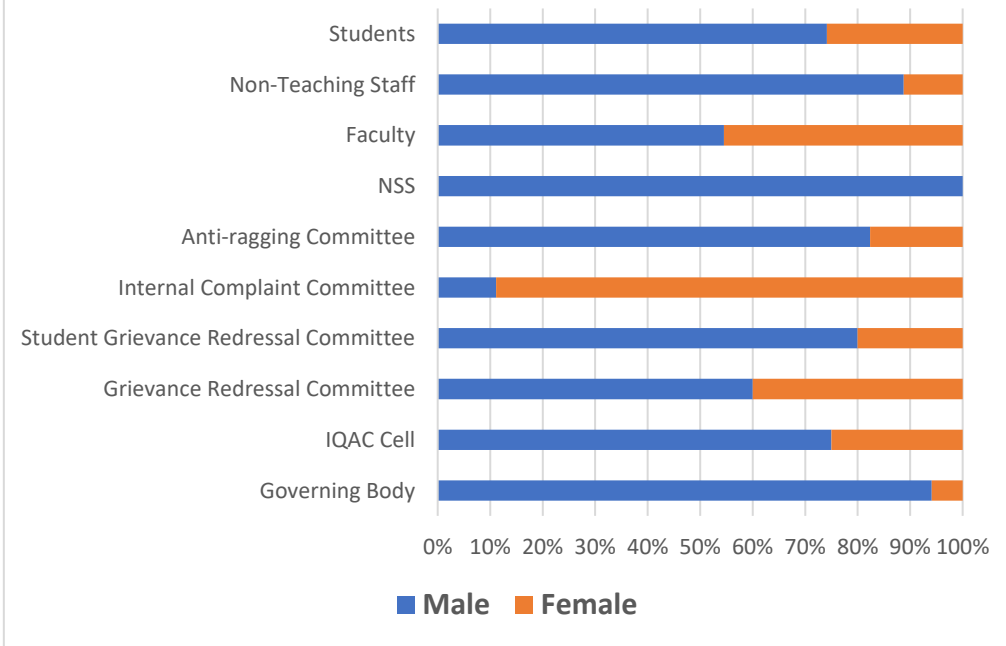
Gender Distribution of Teaching Faculty Year 2023-2024

PIET conducts annual gender audits as a core component of its strategic efforts to encourage a fair and inclusive environment for everyone. By systematically evaluating gender representation across faculty, students, committees, and leadership roles, PIET ensures that inclusivity and equality remain central to its institutional framework. The analysis report of each year is shown in this report.

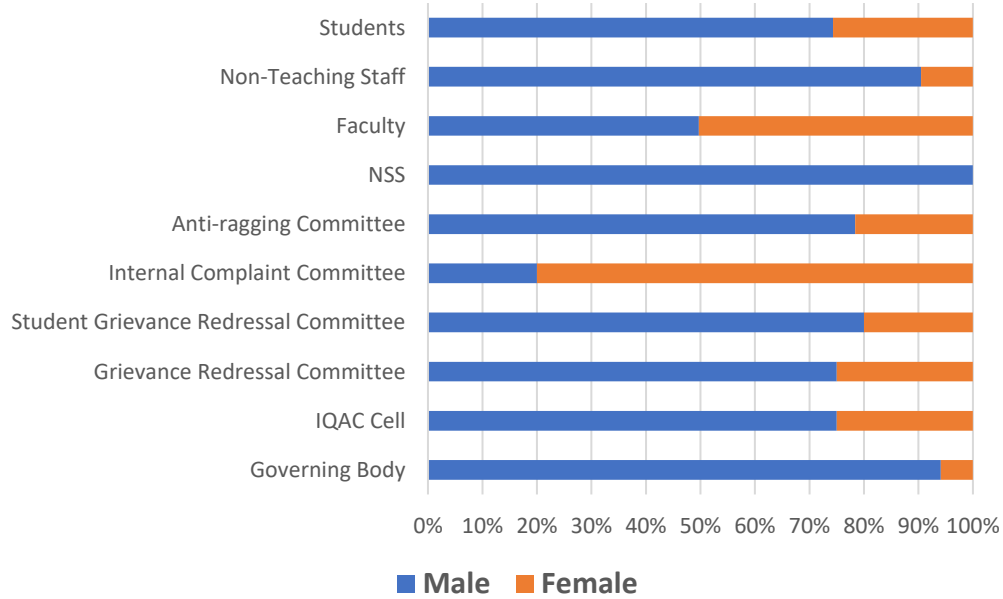
Overall Gender Distribution Analysis (2019–20)



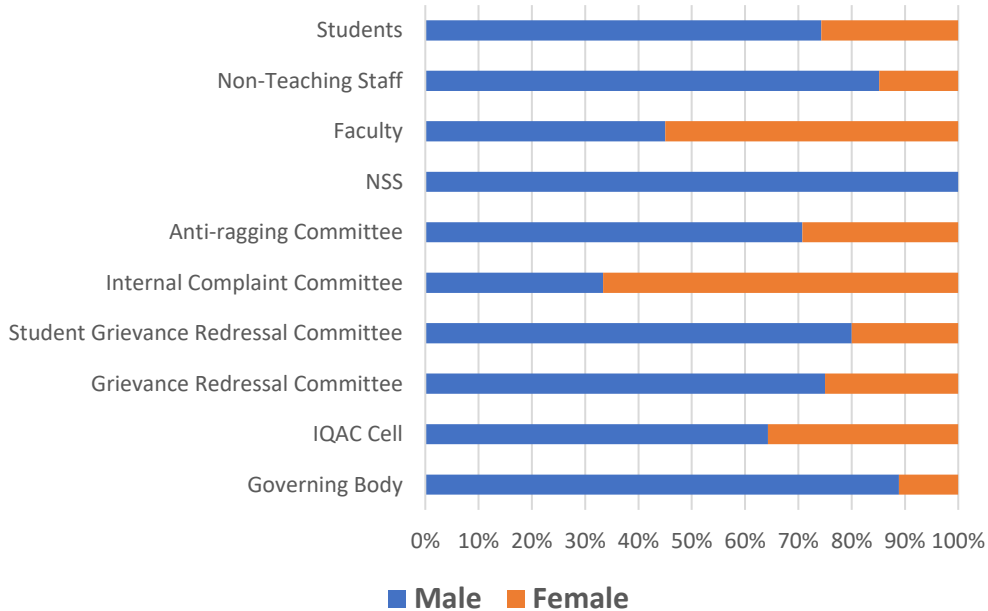
Overall Gender Distribution Analysis (2020-21)



Overall Gender Distribution Analysis (2021-22)



Overall Gender Distribution Analysis (2022-23)



Workplace Policies for Gender Equality

PIET demonstrates its commitment to encourage an inclusive and supportive work environment through its maternity and paternity leave policies. Women staff with at least two years of regular service are eligible for up to three months of maternity leave with full salary, reimbursable upon rejoining and completing a two-year bond period. Male staff are entitled to two working days of paternity leave with full salary, provided they meet the same service criteria. Both maternity and paternity leaves are granted only once during the staff member's tenure, with arrangements for alternative duties ensured. These policies reflect PIET's efforts to support its employees in balancing professional and personal responsibilities.

5.3. Support for Female Students

Internal Complaint Committee (ICC): Active support system for addressing concerns and promoting gender equality. PIET is dedicated to addressing and resolving grievances raised by female students, faculty, and staff. This committee plays a crucial role in creating a safe, respectful, and inclusive environment on campus. It ensures a workplace and educational environment free from any form of discrimination, harassment, or gender-based bias. The ICC promptly investigates complaints filed by females, ensuring a transparent and unbiased process, Maintaining the confidentiality of the complainant throughout the grievance redressal process. It also organizes regular workshops, seminars, and sensitization programs to educate the campus community about women's rights and the importance of gender equality.

Scholarships for Girls: PIET offers a wide range of scholarships to support and encourage academic excellence and inclusivity among students. These scholarships aim to provide financial assistance to deserving candidates, enabling them to pursue quality education without financial barriers. Among the various scholarships offered by the institute (refer to Table 2), two scholarships are specifically designed to benefit girl students, promoting gender equality and empowering women in education.

1. Udayan Shalini Fellowship

PIET collaborates with the **Udayan Care Foundation** to offer the Udayan Shalini Fellowship, a scholarship exclusively for female students enrolled in any program. Through this scholarship financial assistance ranges from **Rs. 20,000** to the **full tuition fee**, depending on the individual case assessment by the foundation. Any remaining tuition fee, beyond the assistance provided by the foundation, is fully borne by PIET. The fellowship is open to girl students across all programs, ensuring that financial challenges do not hinder their pursuit of higher education.

2. Single Girl Child Scholarship

PIET offers the Single Girl Child Scholarship to promote and encourage education for families with only girl children. This scholarship underscores the institute's dedication to gender equity and the empowerment of young women. Families with only girl children are eligible for a **20% waiver on tuition fees**. This initiative aims to ease financial burdens and encourage parents to invest in their daughters' education, contributing to a more inclusive and equitable society.

Table 2 Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the year 2023-24

Year	Name of the scheme	Government/ non-government	Name of the individual/ organization	Number of students benefited	Amount (in INR)
2023-2024	PMSS Scholarship	Government	Prime Minister Special Scholarship Scheme	54	6438900
	AICTE Fee Waiver	Government	Haryana State Board of Technical Education	79	7477400
	BC Scholarship	Government	Post Matric Scholarship	63	857000
	SC/ST Scholarship	Government	Post Matric Scholarship	172	16331328
	Academic Scholarship Program	Non-Government	PIET	1190	22630810
	Scholarship for a Leadership Position in 12 th Class	Non-Government	PIET	5	76650
	Scholarship for Family Member of PIET Staff	Non-Government	PIET	3	82110
	Scholarship for Defense Ward	Non-Government	PIET	2	12600
	Piet Quest	Non-Government	PIET	2	118000
	Fatherless Child /Single Parent Child	Non-Government	PIET	107	1473220
	Udayan Shalini Fellowship	Non-Government	NGO	9	760000
	P Kat Scholarship	Non-Government	PIET	14	554600
	Single Girl Child	Non-Government	PIET	6	76980
	Sports Scholarship	Non-Government	PIET	6	98720
	Super 30 Scholarship	Non-Government	PIET	23	507150
	Shri Sital Das Jain Foundation Scholarship	Non-Government	NGO	11	454070
Special Financial Assistance	Non-Government	PIET	1340	13400000	
Freeship for Haryana Domicile students	Non-Government	PIET	630	630000	

5.4. Campus Safety and Facilities

Safety Measures: 24/7 surveillance, well-lit campus areas, and secure hostel facilities for female student

24/7 surveillance:



CCTV Monitoring in Himadri Girls Hostel



Central Monitoring Server Room



Central CCTV Monitoring Server Room

Secure hostel facilities:



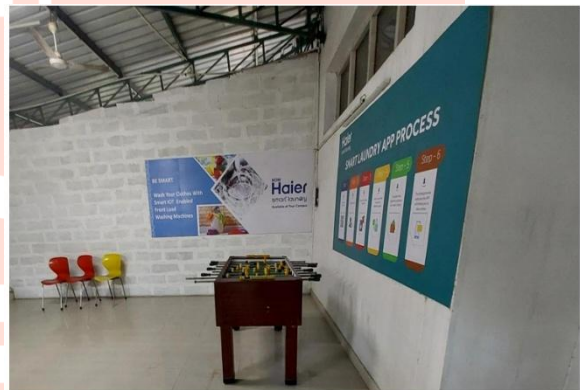
Security Female Guard at the Main Gate of the Institute



Security Female Guard at the Himadari Girls Hostel Gate



Security Female Guard at the Institute main Gate



Girls Common Room Indoor Games



Girls Washroom



Common Gym Facility for Girls



Equipment at Gym



Girls in Common Gym Facility



Girls Laundry Facility Room



Girls Laundry Facility Room

Health and Hygiene: PIET places a strong emphasis on women’s health and hygiene through initiatives such as dedicated health camps, awareness programs, and the free distribution of sanitary napkins. Notable programs include “**Pavitra**,” an expert talk on menstrual hygiene, and an online awareness session titled “**Shouldering Responsibilities of Gynecologists and Clinical Pharmacists in Preventing Cervical Cancer**,” held on January 31, 2023. Led by Dr. Nupur Aggarwal, Senior Consultant at IVF & Gynae Hope Clinic, the session highlighted the importance of HPV vaccination and essential precautions for cervical cancer prevention. These initiatives play a crucial role in fostering awareness and promoting women’s well-being.

PROJECT PAVITRA: A Menstrual Health and Hygiene Awareness Program



The menstrual health and hygiene awareness program- Day 1



The menstrual health and hygiene awareness program- Day 2



The menstrual health and hygiene awareness program- Day 3

Awareness
On
SHOULDERING RESPONSIBILITIES OF GYNAECOLOGISTS AND
CLINICAL PHARMACISTS IN THE PREVENTION OF CERVICAL CANCER

31st Jan., 2023 2:00 PM






FACULTY MENTORS:
Ms. Garima Mittal
Ms. Palika Sehgal

STUDENT CO-ORDINATORS:
Saksham (8053732419)
Harshit bedi (8076912087)

Dr. Nupur Aggarwal
Senior Consultant
IVF & Gynae Hope Clinic
GUEST SPEAKER

Awareness Session on Prevention of Cervical Cancer

5.5. Gender Sensitization and Awareness

Regular workshops are conducted to educate students and staff on gender-related issues, breaking stereotypes, and fostering inclusivity. Additionally, awareness sessions, health camps, and expert talks are organized to address critical women’s health topics.



Certificate of workshop conducted on Awareness Program on Gender Sensitization by Kurukshetra University

5.6. Women Empowerment Programs

Celebrations of International Women's Day and other gender-focused events to raise awareness.

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**Department of Applied Sciences and Humanities
 in association with
 Internal Complaint Committee (ICC)**

Celebrates
**INTERNATIONAL
 Women's Day**

1. SLOGAN WRITING COMPETITION
 On 10th March 2023, at 11:50 AM


2. POSTER MAKING COMPETITION
 On 10th March 2023, at 12:45 PM

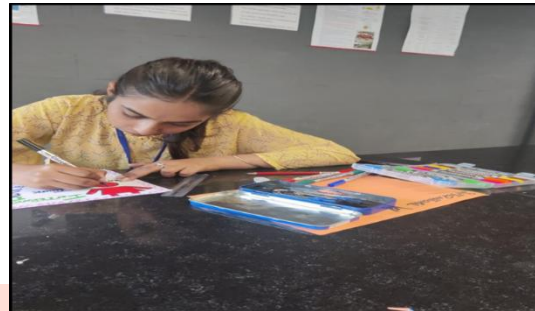
THEME :- "DigitALL: Innovation and Technology for Gender Equality"

CONVENER
 Prof. Dr. Vinay Khatri
 (HoD, ASH)

CO-CONVENER
 Dr. Rachna Khurana
 (9729077004)

STUDENT CO-ORD
 Mr. Achintya Sharma
 (9540578440)

Register here 



Women's Day Celebrations

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YOUTH RED CROSS PIET
 ORGANIZING

**GUEST LECTURE ON THALASSEMIA AWARENESS
 IN COLLABORATION WITH
 NIFAA YOUTH AND STUDENTS WING PANIPAT**

**DATE-27 APRIL 2022
 TIME-10:30AM**

VENUE- SEMINAR HALL 2ND FLOOR D BLOCK

FACULTY CO-ORDINATOR
 MS. PREETI DAHIYA
 9053000011

STUDENT CO-ORDINATOR
 MANMEET SINGH CHAWLA
 8929292800
 RAJAT PUNIA
 9306088606



Awareness Session on Thalassemia

In alignment with SDG 5: Gender Equality, PIET remains steadfast in its commitment to fostering an inclusive and equitable environment for all. Through diverse initiatives such as awareness programs, expert-led health sessions, and policies that support women's empowerment, the institute ensures that gender equality is not just a goal but a lived reality. By promoting education, leadership, and health awareness, PIET continues to create opportunities for growth, break down gender barriers, and contribute meaningfully to a more balanced and progressive society.

