



PSC & KVSC GOVERNMENT COLLEGE

Nandyal, Andhra Pradesh-518502

An ISO 9001:2015 Certified College & Affiliated to Rayalaseema University



GENDER AUDIT REPORT 2018-19 to 2022-23



Prepared by
Women Empowerment Cell
PSC & KVSC GOVERNMENT COLLEGE

Nandyal, Andhra Pradesh-518502

INDEX

- **Preface**
- **Gender Policy**
- **Gender Audit Objectives**
- **Introduction**
- **Features Promoting Gender Sensitivity**
- **Graphical Representation**
- **Findings**
- **Suggestions**

Preface

Gender equality, the pursuit of equal rights and opportunities for all individuals regardless of their gender, does not advocate for the elimination of distinctions between men and women. Instead, it emphasizes that everyone should have access to the same rights, responsibilities, and opportunities, regardless of their gender at birth. Gender equity, on the other hand, involves ensuring fairness in the treatment of both men and women by considering their specific needs.

The issue of gender equality is a pressing global concern, and discussions about the emancipation and rights of women play a prominent role in various formal and informal campaigns worldwide. With an increasing awareness of gender-related issues, women are actively addressing the oppression and exploitation they encounter. Gender awareness empowers women to transcend traditional gender stereotypes and rigid role expectations.

In the pursuit of gender equality, our college conducted a comprehensive gender audit to identify strategies for fostering a more inclusive and equitable environment on the college campus. The audit process involved selecting specific areas for assessment, assembling participants, providing orientation, developing a comprehensive checklist, conducting on-site observations, documenting findings, and sharing results with the college principal for the implementation of recommended changes.

The objective of this gender audit was to transform the college campus into a safer and more supportive space for all individuals, irrespective of their gender.

Mrs.Siromani
Coordinator- WEC

PSC & KVSC GOVERNMENT COLLEGE-NANDYAL
GENDER POLICY

1. **Non-Discrimination:** The institution unequivocally prohibits gender-based discrimination.
2. **Equal Opportunities:** All genders are afforded equal opportunities within the institution.
3. **Freedom of Expression:** The right to freely express opinions is upheld for individuals of all genders.
4. **Grievance Redressal:** A dedicated, accessible, unbiased, and confidential cell exists to address gender-related grievances.
5. **Safety and Security:** The institution prioritizes the safety and security of individuals across all genders.
6. **Inclusivity and Sensitization:** The institution actively fosters gender inclusivity and awareness.

Gender Audit Objectives:

1. Identify and address gender imbalances and their underlying causes.
2. Promote gender balance in decision-making processes.
3. Bridge existing gender gaps within the institution.
4. Foster and advance the principles of gender equality.
5. Proactively work towards the prevention of sexual harassment.

Critical Phases of Gender Audit:

Planning: This involves defining the audit's objectives and scope, establishing the methodology, and crafting a detailed plan for its execution.

Data Collection: This phase encompasses conducting surveys, interviews, focus group discussions, reviewing pertinent documents and policies, and observing organizational practices to gather comprehensive information.

Preliminary Report: The initial audit report is generated, encompassing observations, identified issues, and suggested improvements.

Final Report: The preliminary report undergoes refinement and finalization, incorporating feedback and additional information. The conclusive report presents thorough and impartial audit findings, conclusions, and recommendations

Introduction

PSC&KVSC Government College, a distinguished institution in Nandyal, has built a legacy of excellence since its inception.

Renowned for its unwavering commitment to providing quality education, the college is characterized by hard work, dedication, and a profound sense of devotion. This Gender Audit aims to evaluate the gender balance within the college and assess its alignment with government rules, policies, and initiatives empowering women in society. The audit critically examines the impact of existing and proposed policies on gender equality.

Operational Context

The Gender Audit Team conducted a comprehensive review of PSC&KVSC Government College Nandyal, recognizing its inclusive environment where students enjoy equal access to a diverse array of opportunities, particularly in sports and physical activities. Beyond providing identical programs, the college emphasizes gender equity by offering a variety of activities tailored to meet the unique needs, interests, and experiences of girls and women. This ensures equal participation and inclusion for all.

Student Feedback and Perception

After a meticulous review of student feedback, it is evident that the overall perception regarding program planning, design, and college activities is positive. A substantial number of students expressed satisfaction with the level of gender equity embedded in the college's

policies and programs. This positive response indicates that the college has diligently strived to foster fairness and inclusivity for all genders.

In conclusion, PSC&KVSC Government College stands as a beacon of educational excellence with a steadfast commitment to gender equity, fostering an environment where all students can thrive.

Features Promoting Gender Sensitivity

Gender equality is integral to achieving universal human rights and sustainable development. The primary aim is to foster a society where men and women share equal opportunities, rights, and responsibilities in all aspects of life. The college actively upholds gender equality through committees addressing sexual harassment, internal complaints, and anti-ragging, while ensuring equitable access to facilities for female students. This comprehensive approach embeds gender-sensitive features in the college's structure, promoting an inclusive environment for all.

- **WOMEN EMPOWERMENT CELL:** The college's Women Empowerment Cell is readily accessible to all female students and faculty members. This well-organized committee meets monthly to address gender-related issues on campus. Swift action is taken to investigate and resolve any complaints brought to the committee's attention.
- **Girls' Waiting Hall:** Within the college, a tastefully adorned girls'

newly constructed waiting hall worth of 20 lakhs provides a comfortable space for students. Located on the ground floor of the college. There is provision of Sanitary Pad vending Machine in waiting hall.

This well-designed waiting area accommodates a substantial number of female students simultaneously, ensuring convenient access.

- **Counseling programs:** The college has instituted counseling programs aimed at assisting students dealing with various emotional challenges during their academic journey. These programs offer valuable mental support, addressing not only academic concerns but also providing assistance with emotional and mental well-being. Comprehensive solutions are provided to address a myriad of issues, fostering a supportive environment for the student community..

- **Internal Complaints Committee (ICC):**The college's Internal Complaints Committee (ICC) is dedicated to providing a comprehensive approach to addressing grievances. It offers accessibility in emergency situations. Additionally, the committee conducts awareness programs designed to empower girls by enhancing their skills. This includes initiatives such as yoga and karate instruction programs, as well as counseling services. The ICC actively encourages everyone to participate in cultural and athletic pursuits without bias, fostering an inclusive and supportive environment.

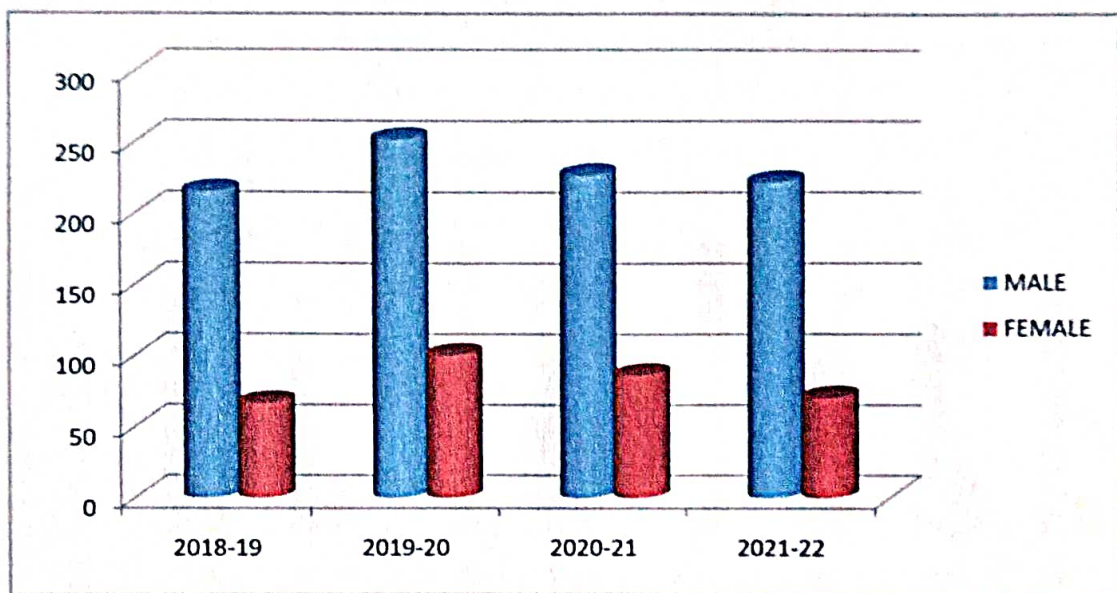
NSS for girls: The NSS unit at our college is committed to inclusive recruitment, welcoming female students as volunteers without discrimination. Girls are motivated and equipped to assume leadership roles in diverse contexts, contributing to the betterment of the nation. Engaging in community service beyond special camps, the volunteers actively participate in projects such as tree planting, AIDS rallies, blood drives, and blood donation camps.

- **Anti-Ragging Committee and Discipline:** - Recognizing ragging as a criminal offense, the college adheres to UGC regulations aimed at eradicating this menace in higher educational institutes. To prohibit, prevent, and eliminate ragging, the college establishes the Anti-Ragging and Discipline Committee. This committee serves as a resource for students facing distress due to ragging-related incidents, providing a safe avenue for resolution. Comprising one female and one male member, with the college Principal serving as the chairperson, the committee is dedicated to maintaining a secure and disciplined environment.

GENDER BALANCE IN ENROLLEMENT (2018-19 to 2022-23)

I. Year wise Gender Classification:-

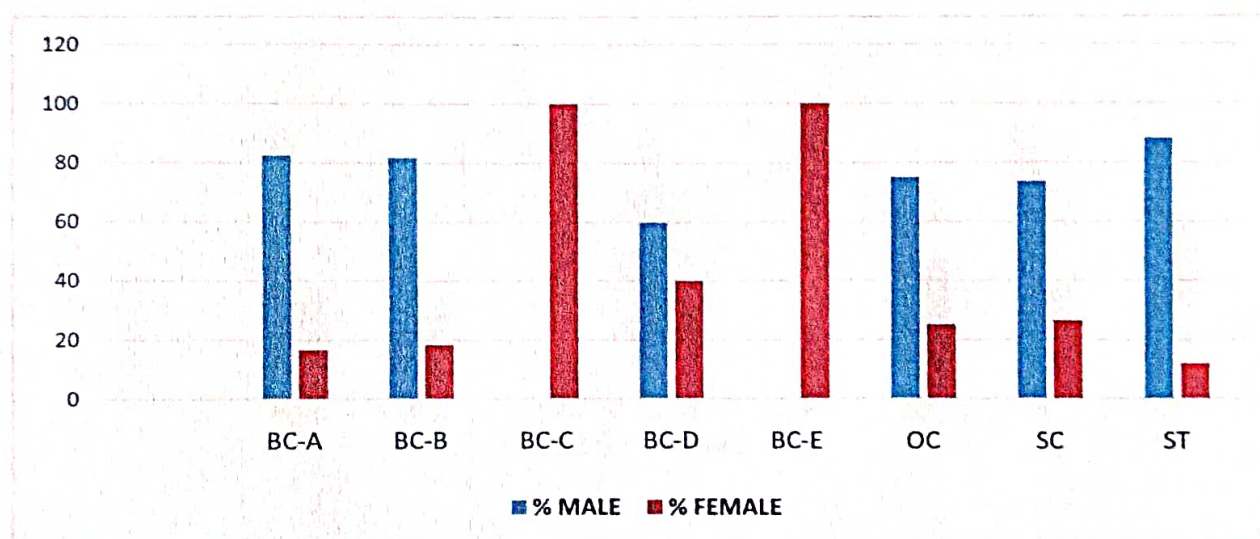
YEAR	MALE	FEMALE	TOTAL	%MALE	%FEMALE
2018-19	216	67	283	76.3	23.7
2019-20	253	101	354	71.4	28.6
2020-21	228	87	315	72.4	27.6
2021-22	223	71	294	75.8	24.2
2022-23	73	58	131	55.7	44.2



The graphical representation illustrates the yearly percentage of male and female students, along with the total number of college admissions, from the academic years 2018–19 to 2021–2022. Notably, there is a discernible rise in the percentage of female students compared to male students during this period. The tabular format and bar graph effectively communicate essential details regarding gender classification across these academic years. Utilizing both a table and graph facilitates a quick and clear understanding of the proportion of male and female students at a glance.

II. Gender Difference in Various Social Categories 2018-19

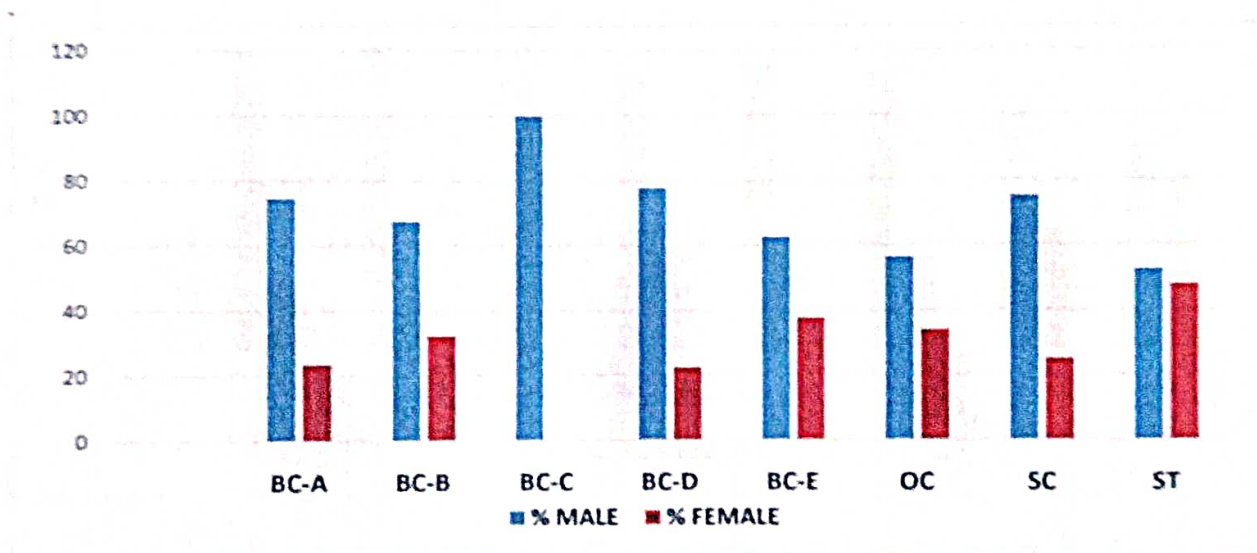
CATEGORY	MALE	FEMALE	TOTAL	%MALE	%FEMALE
BC-A	52	11	63	82.5	17.5
BC-B	18	4	22	81.8	18.2
BC-C	0	1	1	0	100
BC-D	12	8	20	60	40
BC-E	13	2	15	86.6	13.4
OC	6	2	8	75	25
SC	98	35	133	73.7	26.3
ST	15	2	17	88.2	11.8
	214	65	279	93.5	28.5



The figure above clearly shows percentage of the gender difference in various social categories in the year 2018-19. The social category comprises SC, ST, BC-A, BC-B, BC-C, BC-D, BC-E and OC. In the year 2018-19 the maximum number of male and female students falls under SC category while the minimum number of male and female students falls under BC-C category.

II. Gender Difference in Various Social Categories 2019-20

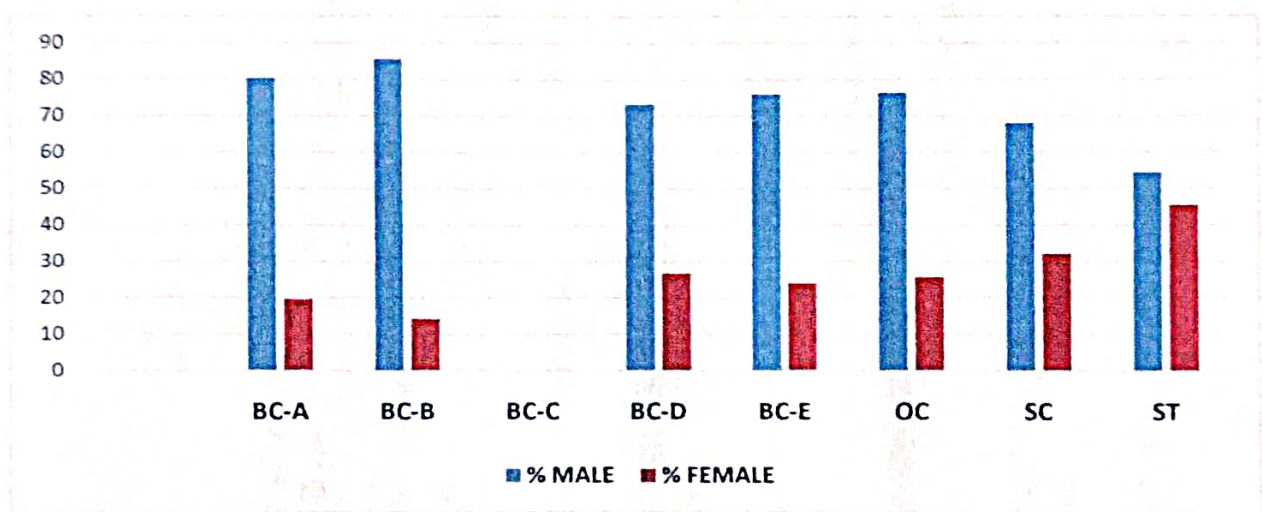
CATEGORY	MALE	FEMALE	TOTAL	%MALE	% FEMALE
BC-A	56	19	75	74.6	25.4
BC-B	21	10	31	67.7	32.3
BC-C	1	0	1	100	0
BC-D	14	4	18	77.7	22.3
BC-E	10	6	16	62.5	37.5
OC	9	7	16	56.2	43.8
SC	130	43	173	75.1	24.9
ST	11	10	21	52.3	47.7
	253	101	354		



The figure above clearly shows percentage of the gender difference in various social categories in the year 2019-20. The social category comprises SC, ST, BC-A, BC-B, BC-C, BC-D, BC-E and OC. In the year 2019-20 the maximum number of male and female students falls under SC category while the minimum number of male and female students falls under BC-C category.

II. Gender Difference in Various Social Categories 2020-21

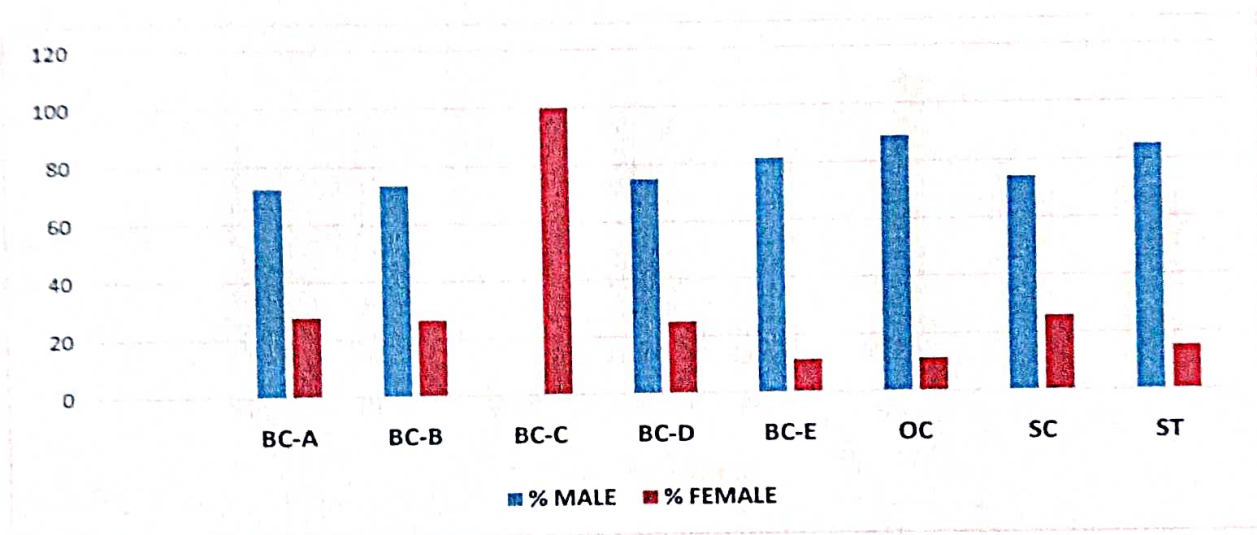
CATEGORY	MALE	FEMALE	TOTAL	%MALE	% FEMALE
BC-A	37	11	46	80.4	19.6
BC-B	18	3	21	85.7	14.3
BC-C	0	0	0	0	0
BC-D	11	4	15	73.3	26.7
BC-E	19	6	25	76	24
OC	13	4	17	76.4	25.6
SC	119	56	175	68	32
ST	6	5	11	54.5	25.5
	228	87	315		



The figure above clearly shows percentage of the gender difference in various social categories in the year 2020-21. The social category comprises SC, ST, BC-A, BC-B, BC-C, BC-D, BC-E and OC. In the year 2020-21 the maximum number of male and female students falls under SC category while the minimum number of male and female students falls under BC-C category.

Gender Difference in Various Social Categories 2021-22

CATEGORY	MALE	FEMALE	TOTAL	%MALE	% FEMALE
BC-A	42	16	58	72.4	27.6
BC-B	14	5	19	73.6	26.4
BC-C	0	1	1	0	100
BC-D	12	4	16	75	25
BC-E	18	4	22	81.8	18.2
OC	16	2	18	88.8	11.2
SC	104	36	140	74.2	25.8
ST	17	3	20	85	15
	223	71	294		

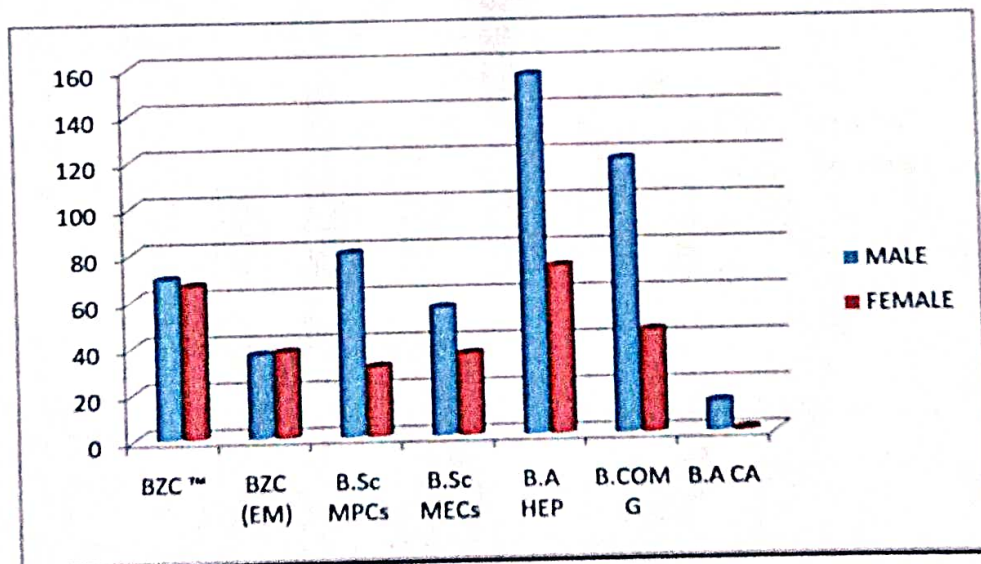


The figure above clearly shows percentage of the gender difference in various social categories in the year 2021-22. The social category comprises SC, ST, BC-A, BC-B, BC-C, BC-D, BC-E and OC. In the year 2021-22 the maximum number of male and female students falls under SC category while the minimum number of male and female students falls under BC-C category.

III. PROGRAMME WISE GENDER DIFFERENCE IN THE STUDENTS:

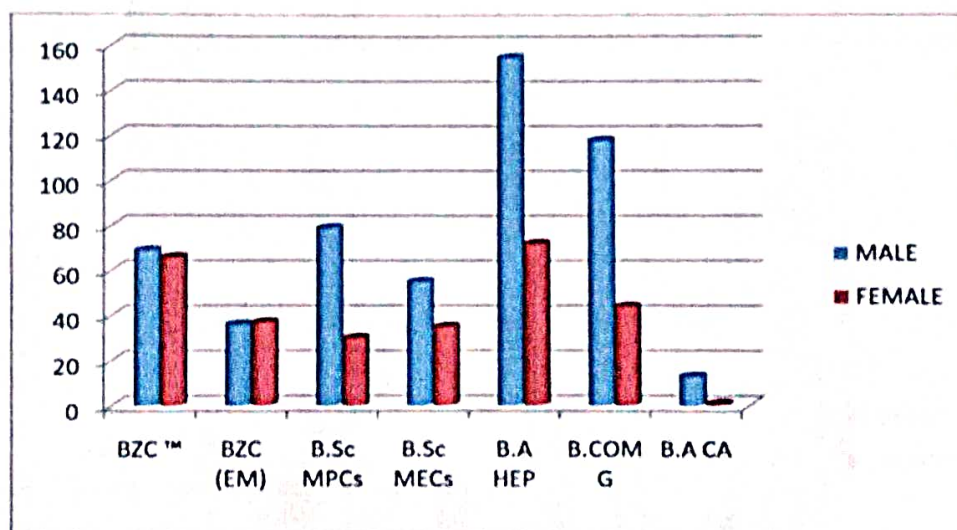
2018-19

PROGRAMME NAME	MALE				FEMALE				TOTAL
	I	II	III	T	I	II	III	T	
BZC	23	20	23	66	21	21	27	69	135
B.Sc MPC	13	18	20	51	3	18	6	27	78
B.Sc MPE	7	10	10	27	3	10	3	16	43
B.Sc MPCs	25	15	16	56	3	15	9	27	83
B.Sc MECs	10	14	29	53	0	14	4	18	71
B.A HEP	57	49	52	158	17	49	17	83	241
B.COM G	40	57	35	132	9	57	10	76	208
B.COM CA	41	28	35	104	11	28	13	52	156
TOTAL	216	211	220	647	67	211	89	367	1014



PROGRAMME WISE GENDER DIFFERENCE IN THE STUDENTS;
2019-20

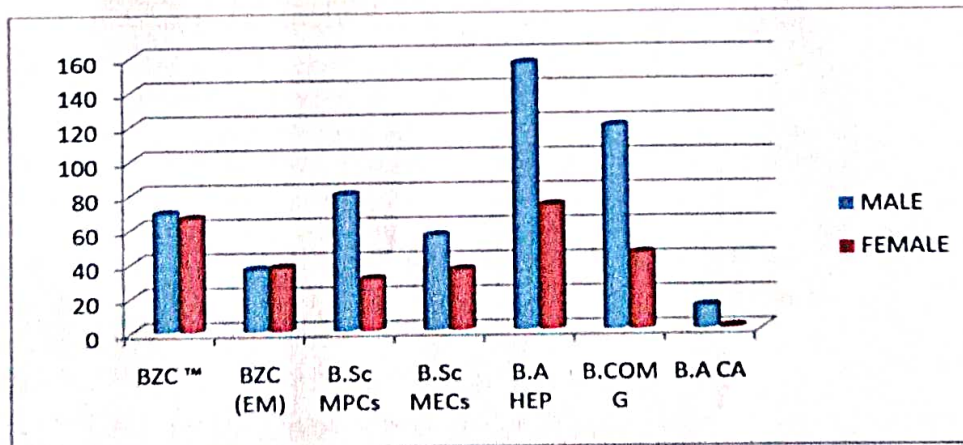
PROGRAMME NAME	MALE				FEMALE				TOTAL
	I	II	III	T	I	II	III	T	
BZC	45	23	20	88	43	21	21	85	173
B.Sc MPC	13	13	18	44	1	3	18	22	66
B.Sc MPE	7	7	10	24	0	3	10	13	37
B.Sc MPCs	23	25	15	63	16	3	15	34	97
B.Sc MECs	10	10	14	34	0	0	14	14	48
B.A HEP	61	57	49	167	18	17	49	84	251
B.COM G	48	40	57	145	5	9	57	71	216
B.COM CA	46	41	28	115	18	11	28	57	172
TOTAL	253	216	211	680	101	67	211	379	1059



PROGRAMME WISE GENDER DIFFERENCE IN THE STUDENTS:

2020-21

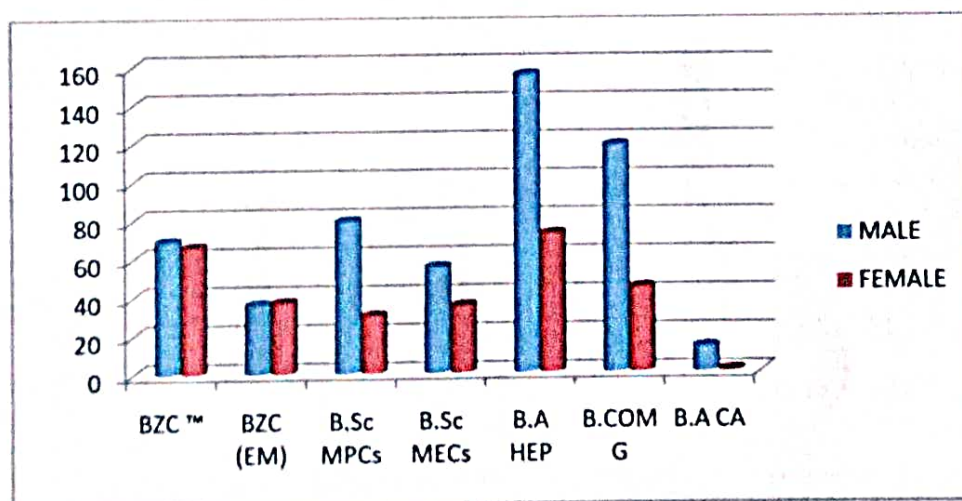
PROGRAMME NAME	MALE				FEMALE				TOTAL
	I	II	III	T	I	II	III	T	
BZC TM	19	27	23	69	20	25	21	66	135
BZC (EM)	18	18	0	36	19	18	0	37	73
B.Sc MPCs	31	23	25	79	11	16	3	30	109
B.Sc MECs	35	10	10	55	35	0	0	35	90
B.A HEP	37	61	57	155	37	18	17	72	227
B.COM G	30	48	40	118	30	5	9	44	162
B.A CA	13	0	0	13	1			1	14
B.COM CA	45	46	41	132	12	18	11	41	173
TOTAL	228	253	216	697	87	101	67	255	952



PROGRAMME WISE GENDER DIFFERENCE IN THE STUDENTS:

2021-22

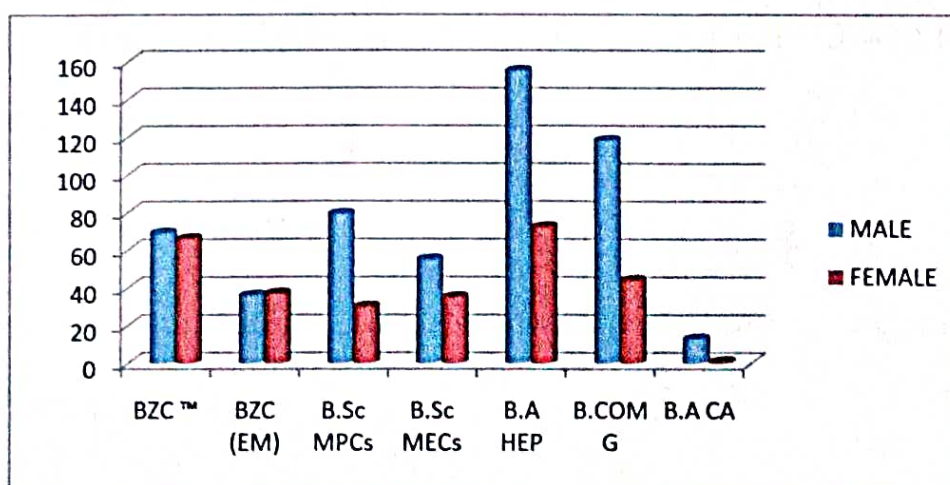
S.NO	Group	SANCTION STRENGTH	Total Strength		TOTAL
			M	W	
1	B.A HEP	80	50	20	70
2	<u>B.Com</u> CA	60	47	12	59
	<u>B.Com</u> Gen	60	44	2	46
4	<u>B.Sc.</u> B.Z.C	80	30	25	55
5	<u>B.Sc.</u> MECs	30	23	4	27
7	<u>B.Sc.</u> MPCs	40	29	8	37
TOTAL		350	223	71	294



PROGRAMME WISE GENDER DIFFERENCE IN THE STUDENTS

2022-2023

S.NO	Group	SANCTION STRENGTH	Total Strength		TOTAL
			M	W	
1	B.A HEP	80	7	4	11
2	<u>B.Com</u> CA	60	35	20	55
3	<u>B.Com</u> Gen	60	6	3	9
4	<u>B.Sc.</u> B.Z.C	80	14	19	33
5	<u>B.Sc.</u> MECs	40	5	1	6
7	<u>B.Sc.</u> MPCs	60	6	11	17
TOTAL		380	73	58	131



Findings:

1. Effectiveness of Gender Sensitization Programs:

- Gender sensitization programs contribute to promoting inclusivity and fairness.

2. Addressing Sexual Harassment:

- The Sexual Harassment Awareness and Grievance Cell effectively addresses and resolves complaints.

3. Equal Participation in Co-Curricular Activities:

- All genders have equal opportunities to engage in co-curricular activities.

4. Recognition of Transgender Individuals:

- Transgender individuals are recognized and valued within the college community.

5. Equal Access to Resources:

- Equal access to clubs, forums, scholarships, and financial aid is ensured for all.

6. Adequate Support Services:

- Adequate support services and resources are available to students.

Suggestions:

1. Enhancement of Gender Sensitization Programs:

- Strengthen and expand gender sensitization programs for increased impact.

2. Effective Handling of Neutral Responses:

- Develop strategies to address neutral responses effectively.

3. Increased Awareness of Grievance Redressal Cell:

- Promote greater awareness and understanding of the Grievance Redressal Cell.

4. Promotion of Equal Opportunities in Co-Curricular Activities:

- Continue efforts to promote equal opportunities for participation in co-curricular activities.

5. Maintenance of an Inclusive Classroom Environment:

- Foster and maintain an inclusive classroom environment.

6. Strengthening Support Services:

- Enhance support services for all genders.

7. Faculty Training on Gender Sensitivity:

- Implement faculty training programs to promote gender sensitivity.

Conclusion:

The college's gender sensitization programs have garnered substantial support, reflecting their effectiveness in fostering inclusivity. The positive perception of the Grievance Redressal Cell underscores its success. The college's commitment to equal access to scholarships, inclusivity in co-curricular activities and recognition of transgender individuals has been acknowledged. Respondents affirm equal opportunities for expression and participation in clubs and forums. Adequate support services for students of all genders are positively perceived. These findings emphasize the importance of maintaining inclusivity and equal opportunities for a positive educational experience. The survey not only identifies the college's strengths in promoting gender sensitivity but also highlights areas for improvement, enabling the institution to address concerns and enhance its commitment to creating a more inclusive and supportive environment for all students.



WEC - Coordinator



PRINCIPAL

PSC & KVSC Government College
NANDYAL, Nandyal (Dt.), A.P.