



SIR C R REDDY COLLEGE

ELURU, WEST GODAVARI DISTRICT, ANDHRA PRADESH, INDIA - 534007

Affiliated to Adikavi Nannaya University, Rajamahendravaram

(Thrice accredited at 'A' Level by NAAC : Bengaluru) AN ISO - 9001:2015 CERTIFIED INSTITUTION



College e-mail: principal_sircrcollege@yahoo.com

website : www.sircreddycollege.ac.in

Phone : 08812-230084

Gender Audit

1. INTRODUCTION

Gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including policies, programs, projects provision of services, structures, proceedings. It increases the collective capacity of the institution to examine the activities from a gender perspective and to identify strengths and weaknesses in promoting gender equality issues. Gender audit is an important parameter for any organization.

Sir C R Reddy Autonomous College is one of the best colleges in the state of Andhra Pradesh, affiliated to Adikavi Nannayya University. The goal of the college is to provide quality education to its students not only in academics for the overall growth of its pupil, following equality and access to all categories of stakeholders denting inclusiveness of the institution.

2. OBJECTIVES

The major objectives are

1. To study the gender perception in the campus.
2. To find out the areas where gender balance exists and the factors behind the gender balance.
3. To prevent sexual harassment at the college with '0' tolerance.

3. GENDER WISE FACILITIES EXIST IN THE COLLEGE

A) **Girls Hostel** : As per the demand from the girl students from remote areas the college provided a girls hostel for UG&PG girl students. Overall there is the capacity to 120 students accommodation capacity. There is an independent mess and a dining hall for girls. All the measures for cleanliness are taken regularly. The girls are provided with healthy food with breakfast, milk twice a day, lunch and dinner. Mineral water facility and water coolers are also available in the

hostel. For the safety of girls there are 24x7 security guards will be there. Doctors are available when needed.

B) **Boys hostel:** Boys hostel is available for the students to pursue their undergraduate and post graduate courses.

4. Facilities for girls in the college

1. **Girls common room;** Made exclusively for girls to take rest. There are separate common rooms for lady staff and girl students. There is an adequate place and silence is maintained for girls to study. Value oriented though provoking quotations are displayed in the room.
2. **Girls Washroom:** There are separate ladies wash rooms for lady staff and girl students with adequate water supply and regular cleaning. sanitary pad and vending machine has been facilitated.
3. There is **ladies power gym** and a **training center**(tailoring) are also there to empower the girl students of the college.
4. The college is under the vigilance of 24x7 security guards and it also has CCTV cameras at crucial points.

5. PROGRAMMES: Rallies, self-employment training programs, awareness programmes were conducted.

6. ANTI -RAGGING COMMITTEE AND DISCIPLINE:-

To ensure the observance of discipline and a healthy work and study atmosphere for every individual in the college various committees like anti ragging committee, discipline committee have been formed.

7. WOMEN EMPOWERMENT CELL:

The college has established a women Empowerment cell in the college and has been doing different activities for the last 17 years to enhance understanding of issues related to women and make the college Campus a safe place for women staff and female students. With a view to taking up women issues and problems. It provides a platform for women to share their Experiences and views regarding Society and to Suggest ways to improve them. Aiming at intellectual and social upliftment of the female students and staff.

MOTTO: Character, Intelligence, Strength, Style That Makes Beauty.

VISION : We envision a world in which all girls and young women, regardless of race, ethnicity, income level or social status are nurtured and empowered to reach their fullest potential.

MISSION: To empower women, in various stages of their lives that are seeking professional and personal growth through venues that provide motivation, awareness and mentoring.

Our mission is to strengthen the leadership, power and voice of girls from marginalised and unprivileged communities.

- Women empowerment cell organised awareness programmes, guest lectures, seminars , webinars, invited talks, training programmes, free medical camps and competitions for upliftment of girl students and rural women.

Scope of Inquires (Major Inquires):
1. Institutional Aspects:

Organizational vision, mission, goal and Objectives: To what extent these are gender sensitive?

- Composition of Board: Female and male representation and participation of in strategic decisionmaking process?
- Management and Staffing: Management commitment towards gender mainstreaming; female and male ratio in top management; female and male staff ratio, scope of female staff promotion and delegation of leadership to them, etc.
- Participation: Scope of female staff participation in the decision making, training, meeting, workshop, seminar, staff recruitment, different committees, etc.
- Policy and Practices: Gender sensitivity and affirmative actions in Financial, Administrative, Human Resources and other manuals and guidelines; allocation of budget for gender mainstreaming; gender grievance management policy and procedures; gender policy, etc.
- Working Environment: To what extent the working environment is gender sensitive in terms of organizational cultures and attitudes; personal securities; facilities for the staff connecting to their biological, practical, and strategic gender needs; etc.

- **Capacity Building:** Present capacity of staff responsible for gender mainstreaming, gender sensitivity among the staff, and scope of their capacity building, affirmative actions for creating scope of female staff capacity building in project and organization management and leadership development.

Commonly Used Tools and Strategies in Gender Auditing:

1. Document Review/ Desk Review:
 - a. **International and National Treaties:** To scan the relevant commitments to incorporate into the policies and practices; Vision, Mission Goal and Objectives: To determine how much gender sensitive these are?
 - b. **Manuals and Guidelines:** To identify the strengths and gaps in terms of gender equality;
 - c. **Reports and Statements:** To determine the quality in terms of gender sensitivity; female and male staff ratio; allocation of budget and expenditure for gender equality issues;
 - d. **Project Document:** To determine the gender sensitivity in project design, project activities and LFA/ Project Matrix;
 - e. **Secondary Material Review:** To know other NGOs' practices on different gender equality issues and affirmative actions.
2. Focus Group Discussion:
 - To determine the level of gender awareness among the staff/ stakeholders/ beneficiaries;
 - To determine the level of staff awareness on present gender policy, procedures and affirmative actions;
 - To document what are going well;
 - To determine critical gaps and challenges;
 - To determine the capacity of the organization and the staff responsible for gender mainstreaming;
 - To generate recommendations; etc.
3. **Personal Interview/ Key Informant Interview:**

Participation of female and male board members in decision making process;

 - To determine management commitment;
 - To determine the level of gender sensitivity among the staff and the stakeholders;
 - To determine availability of resources for gender mainstreaming;
 - To document what are going well;

- To determine critical gaps and challenges;
- To determine the capacity of the organization and the staff responsible for gender mainstreaming;
- To generate recommendations; etc.

4. Workshop:

- To document what are going well;
- To determine critical gaps and challenges;
- To way out the strategy to overcome the gaps and challenges.

5. Self Assessment:

- To determine the level of gender awareness;
- To determine the attitudes towards gender equality.

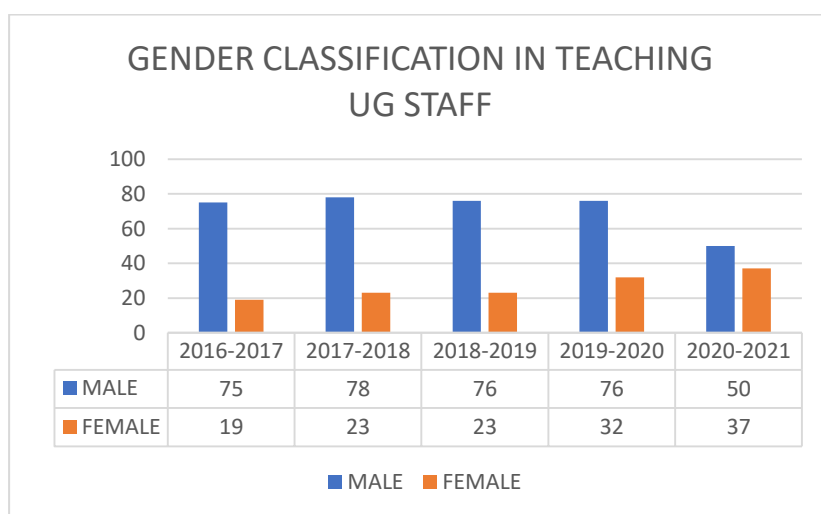
6. Decision Matrix:

- Who takes what decision;
- Gender equality consideration while making decisions.

7. SWOT Analysis:

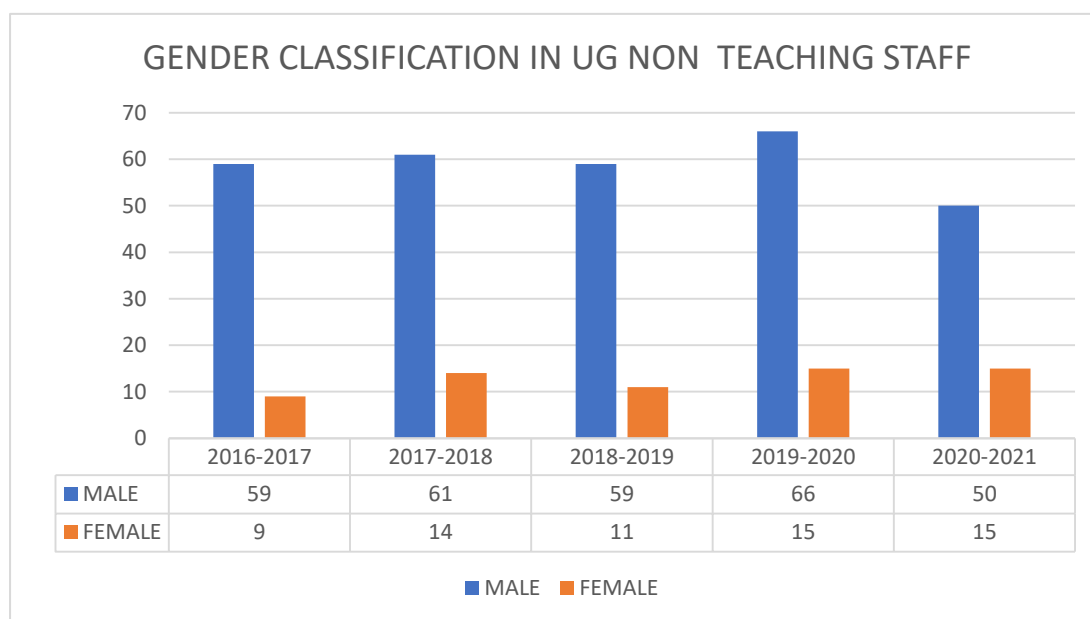
- To identify strengths, weaknesses, opportunities and threats in terms of gender equality mainstreaming;

GENDER CLASSIFICATION IN TEACHING STAFF:



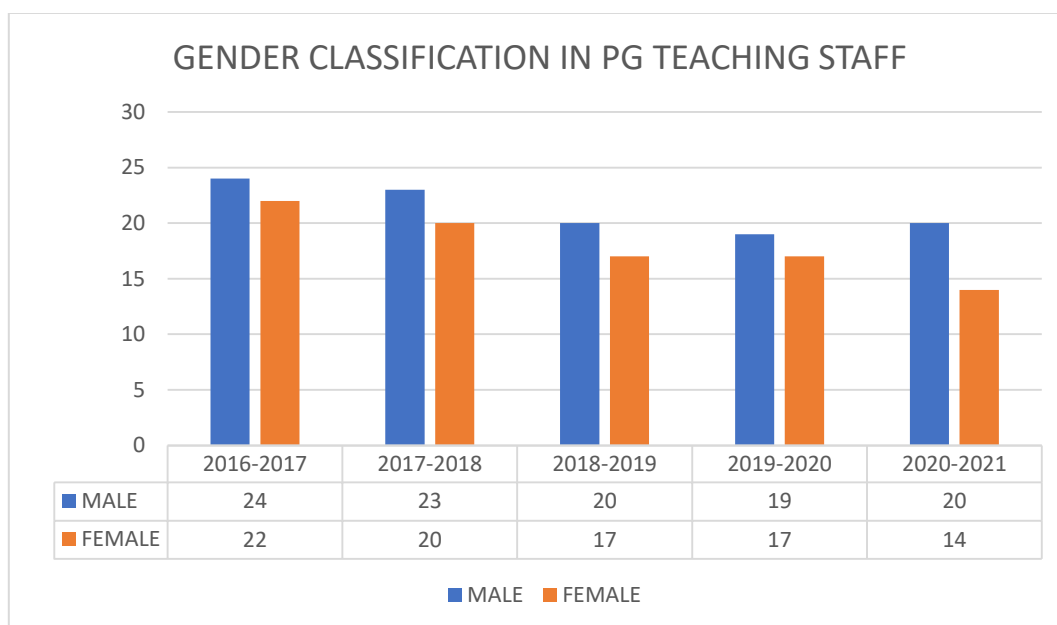
The above graph shows that the number of male and female faculty members for the last five years i.e. 2016-17 to 2020-21 UG Staff of our College. The graph clearly shows that the number of male staff was higher compared to female staff.

GENDER CLASSIFICATION IN NON TEACHING STAFF:



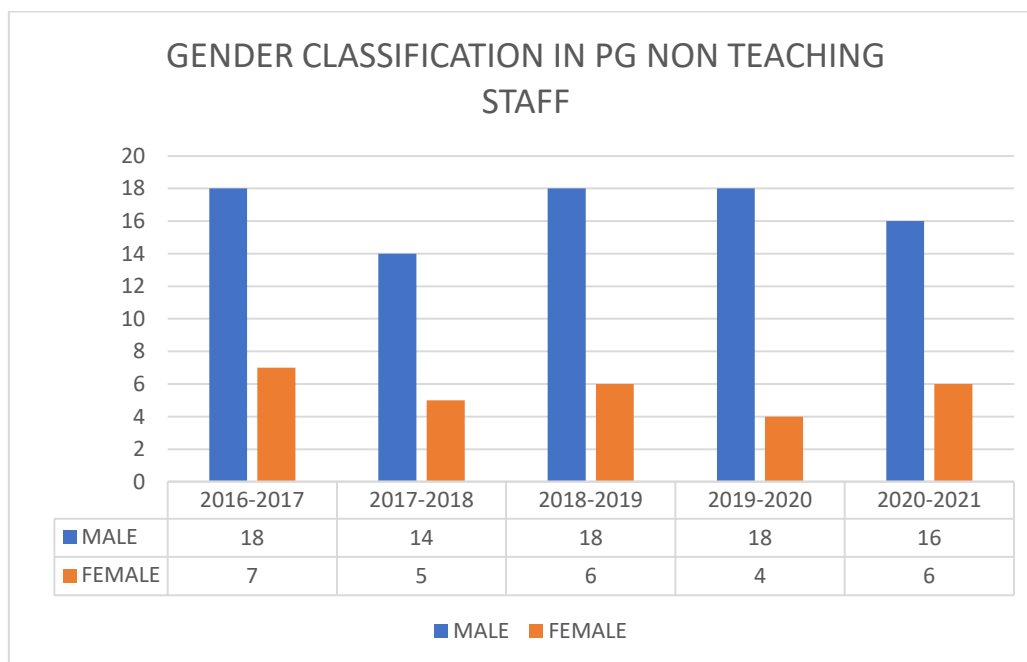
The above graph shows that the number of male and female non teaching UG staff for the last five years i.e. 2016-17 to 2020-21 of our College. The graph clearly shows that the number of male staff was higher compared to female staff.

GENDER CLASSIFICATION IN PG TEACHING STAFF:



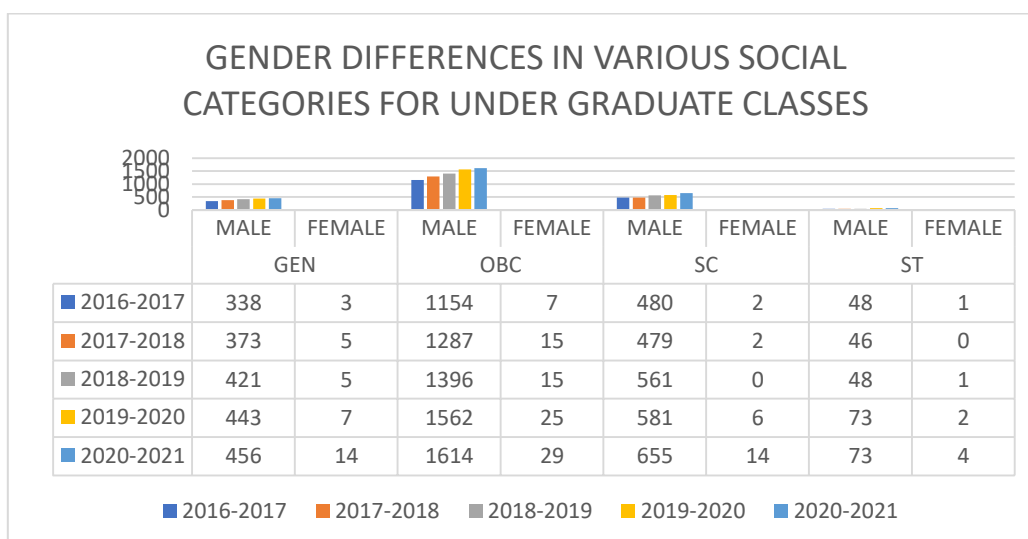
The above graph shows that the number of male and female faculty members for the last five years i.e. 2016-17 to 2020-21 PG Staff of our College. The graph clearly shows that the number of male staff was slightly higher compared to female staff.

GENDER CLASSIFICATION IN PG NON TEACHING STAFF:



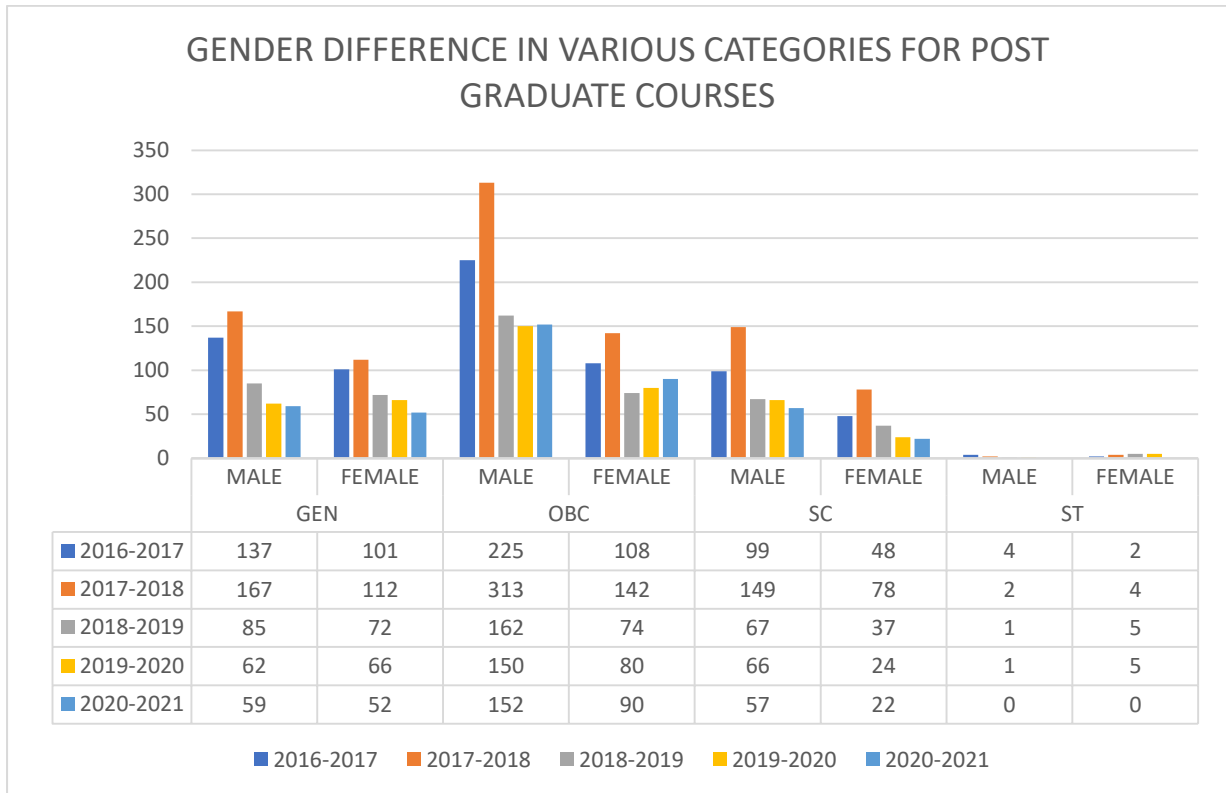
The above graph shows that the number of male and female Non teaching PG staff for the last five years i.e. 2016-17 to 2020-21 of our College. The graph clearly shows that the number of male staff was higher compared to female staff.

GENDER CLASSIFICATION IN VARIOUS SOCIAL CATEGORIES FOR UG CLASSES



As the graph shows the gender difference in various social categories for under graduate Courses, in the last five years. It clearly indicates that male students under various categories are in the order of $ST < GEN < SC < OBC$. While this trend was found $ST < SC < GEN < OBC$ in the female students

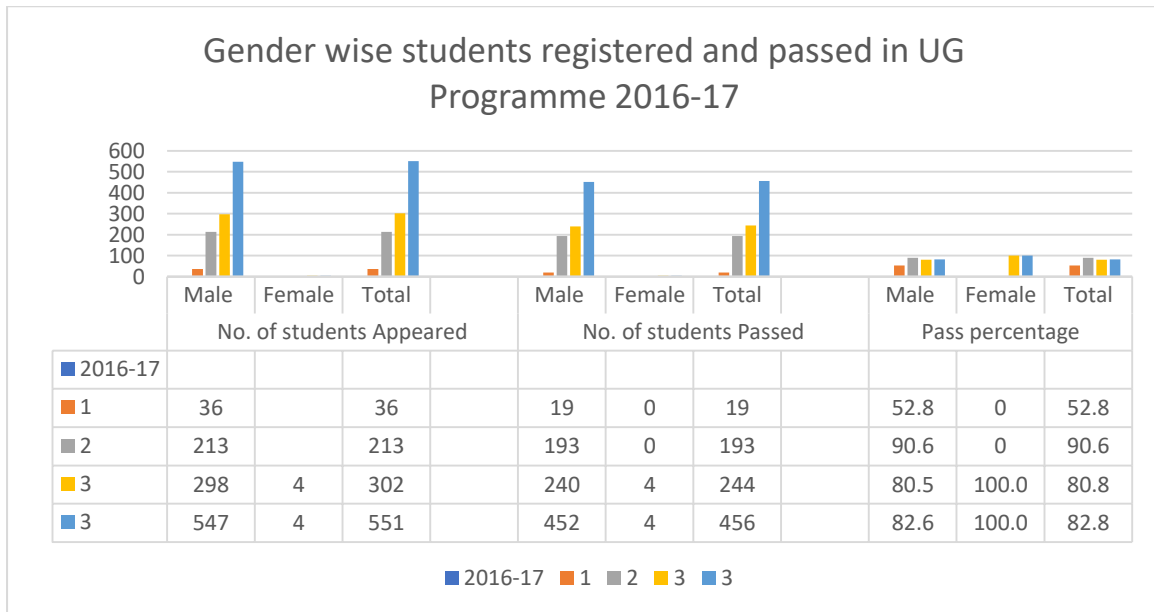
GENDER CLASSIFICATION IN VARIOUS SOCIAL CATEGORIES FOR PG COURSES



As the graph shows the gender difference in various social categories for post graduate courses, for last five years from 2016-2021. It clearly indicates that male students under various categories in the order $ST < SC < GEN < OBC$ except in the year 2019-20 where $ST < GEN < SC < OBC$.

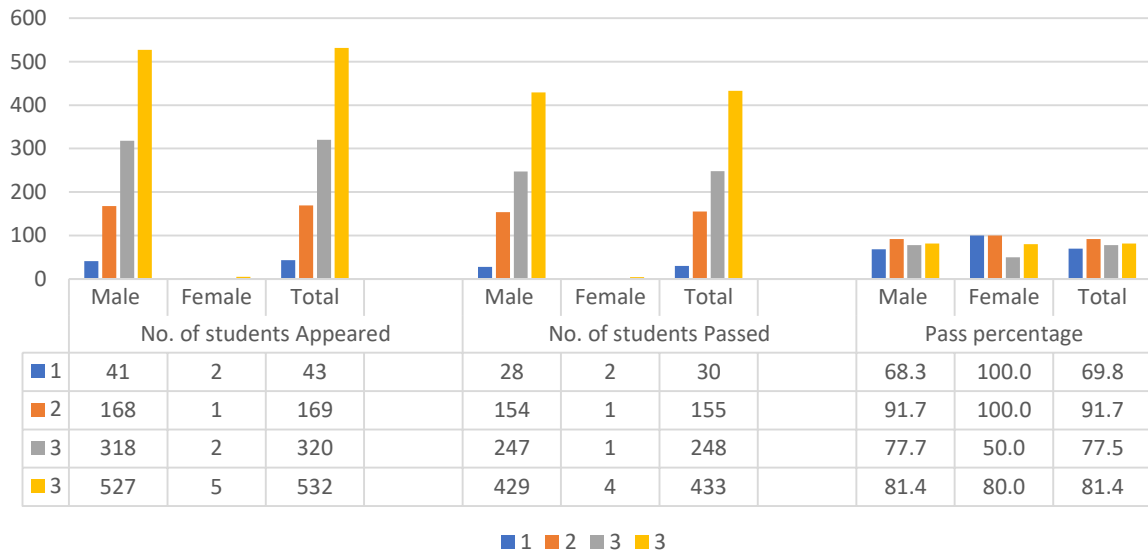
The female students under various categories are in the order $ST < SC < GEN < OBC$.

GENDERWISE STUDENTS REGISTERED AND PASSED IN UG PROGRAMME FOR LAST FIVE YEARS.



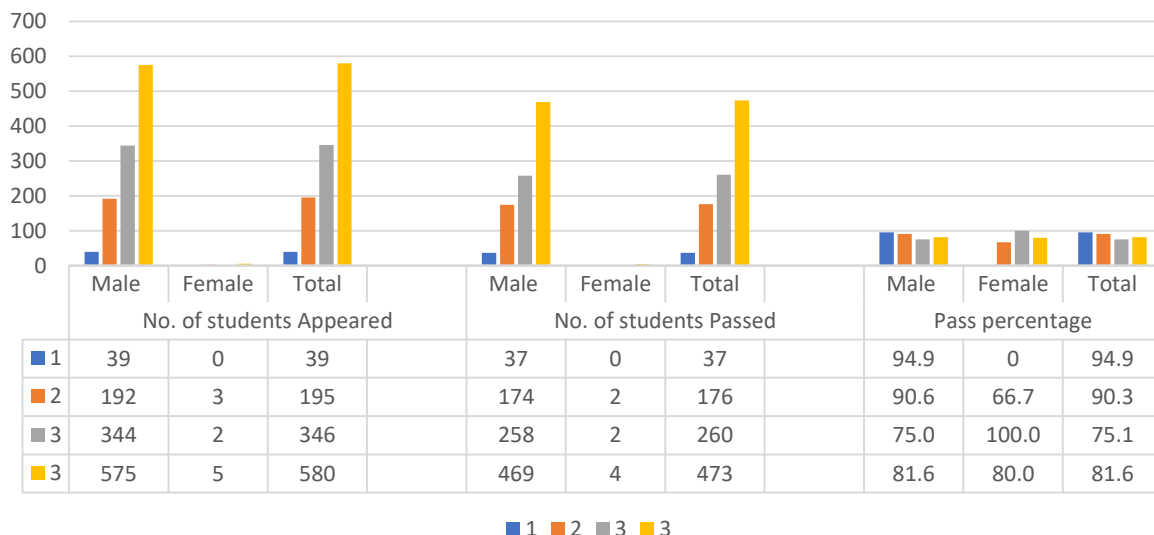
The graph shows that the no of male students appeared was higher when compared to female students. The trends in pass percentage indicates that female students were a little ahead when compared to male students.

Gender wise students registered and passed in UG Programme 2017-2018



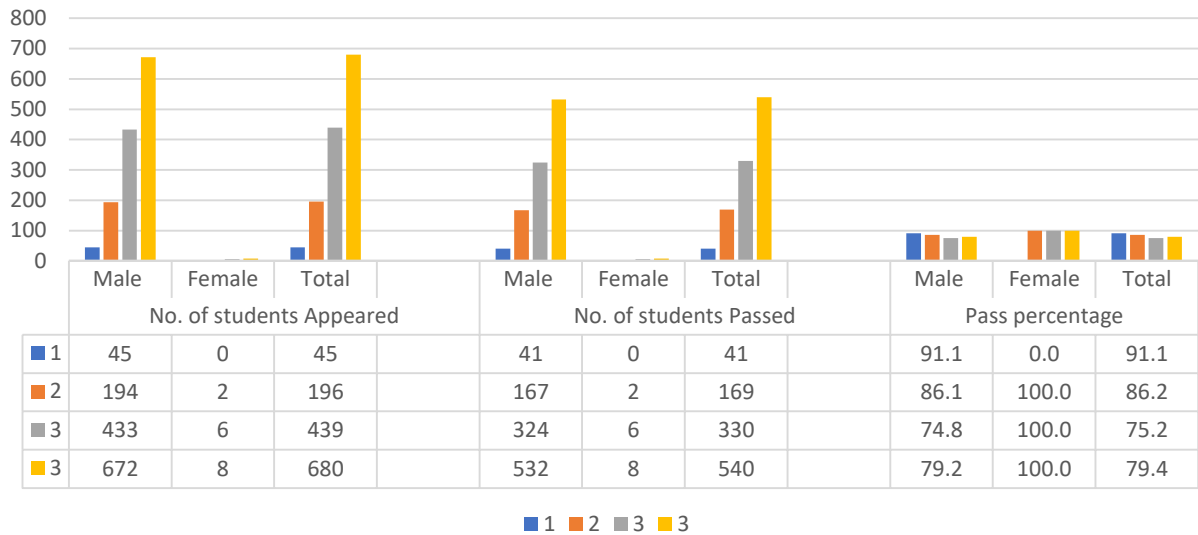
The graph shows that the no of male students appeared was higher when compared to female students. The trends in pass percentage indicates that male students were slightly better when compared to female students.

Gender wise students registered and passed in UG Programme 2018-2019



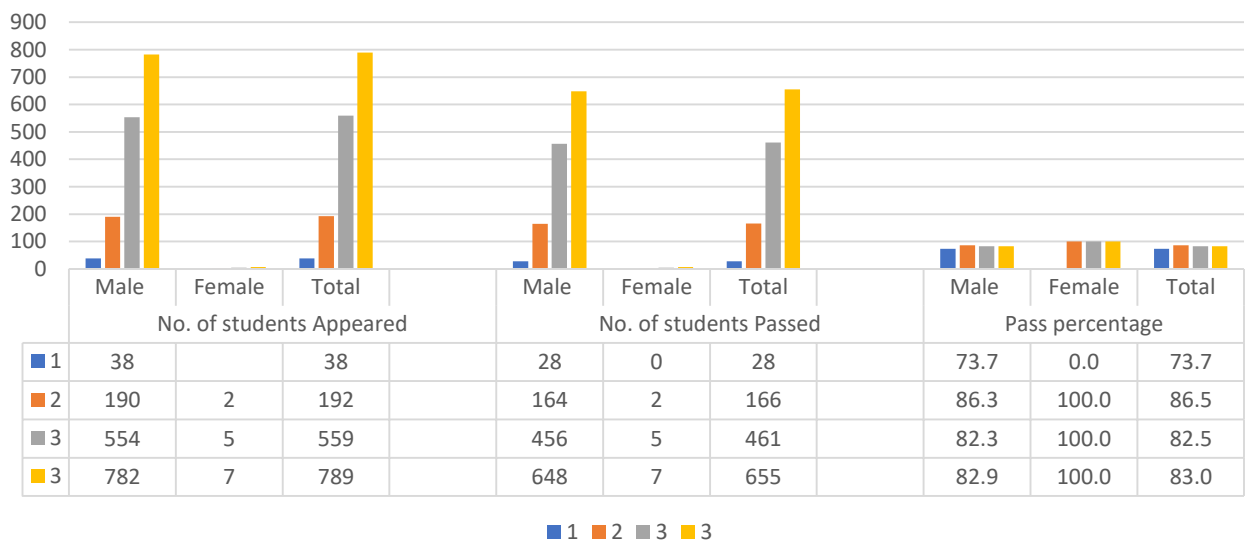
The graph shows that the no of male students appeared was higher when compared to female students. The trends in pass percentage indicates that male students were slightly better when compared to female students.

Gender wise students registered and passed in UG Programme 2019-2020



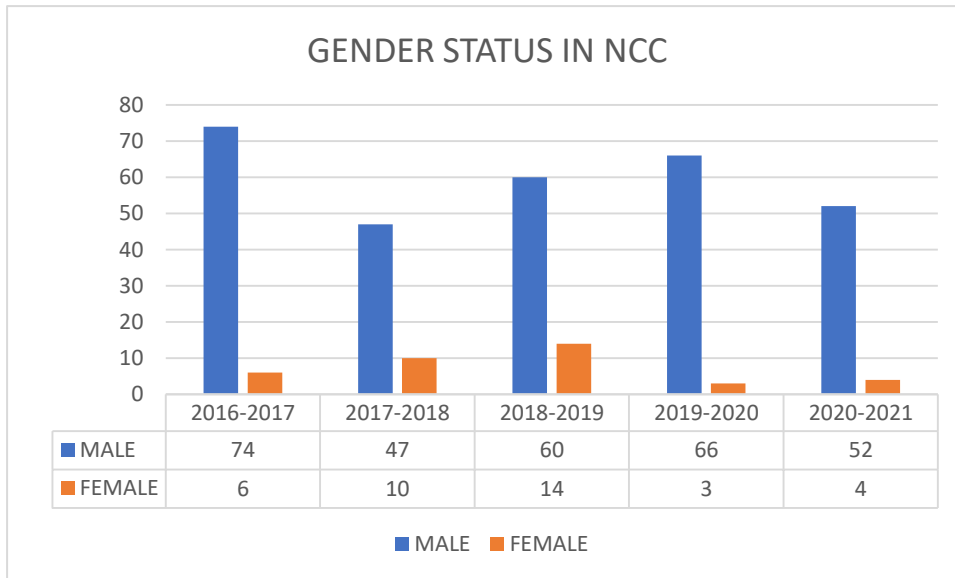
The graph shows that the no of male students appeared was higher when compared to female students. The trends in pass percentage indicates that female students were better when compared to male students.

Gender wise students registered and passed in UG Programme 2020--2021



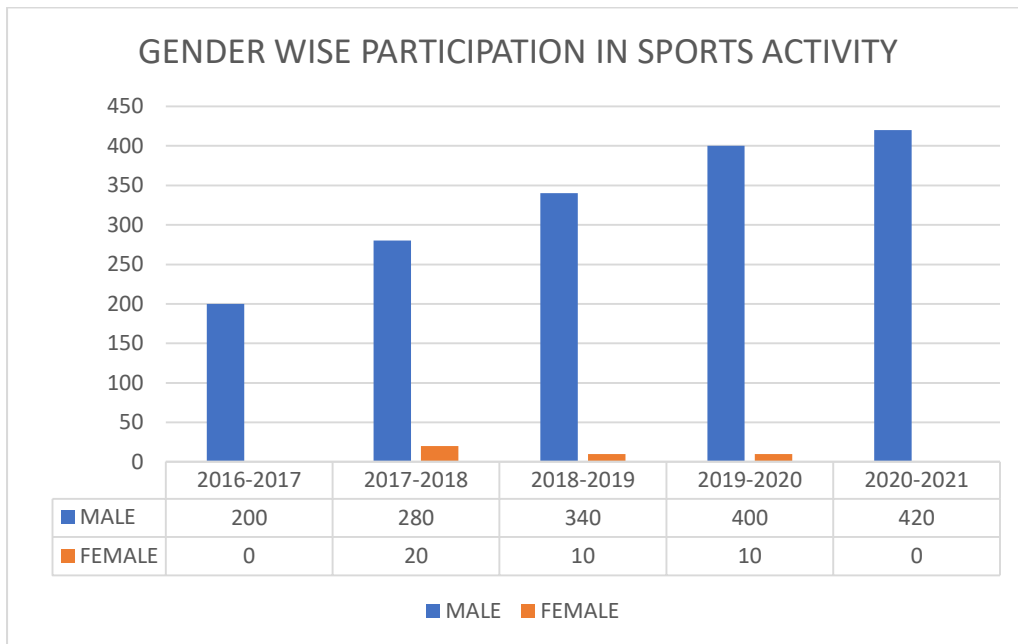
The graph shows that the no of male students appeared was higher when compared to female students. The trends in pass percentage indicates that female students were better when compared to male students.

GENDER STATUS IN NCC DIVISION:

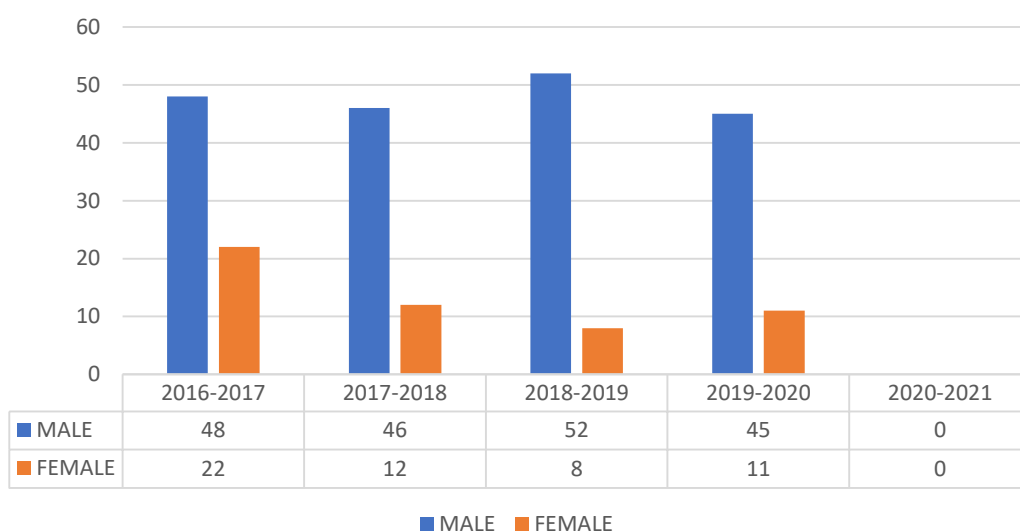


The graph shows that the number of male cadets was higher when compared to female cadets.

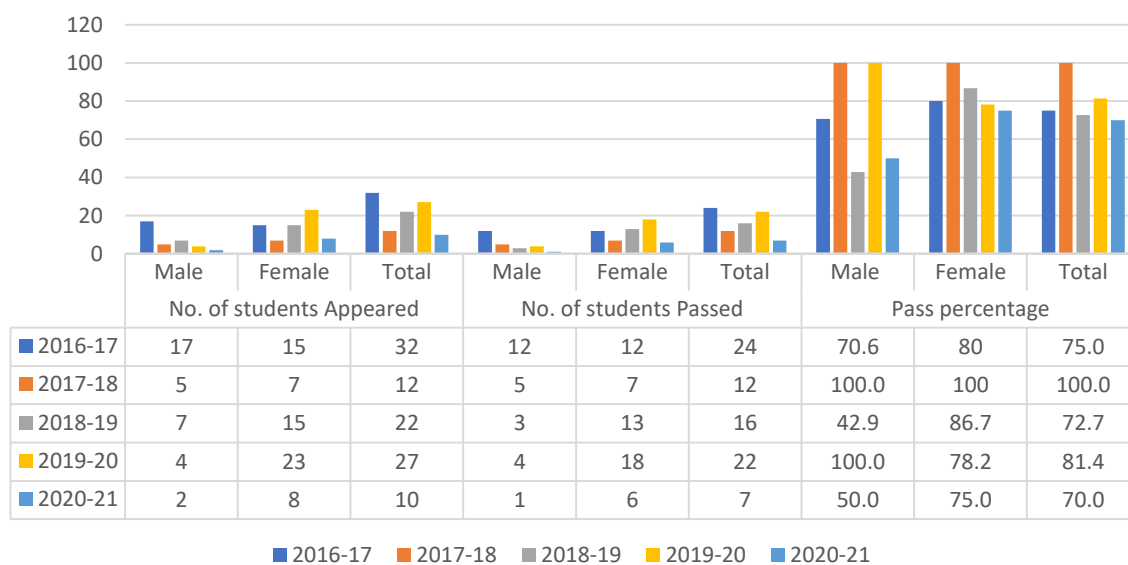
GENDER WISE PARTICIPATION IN ALL SPORTS:



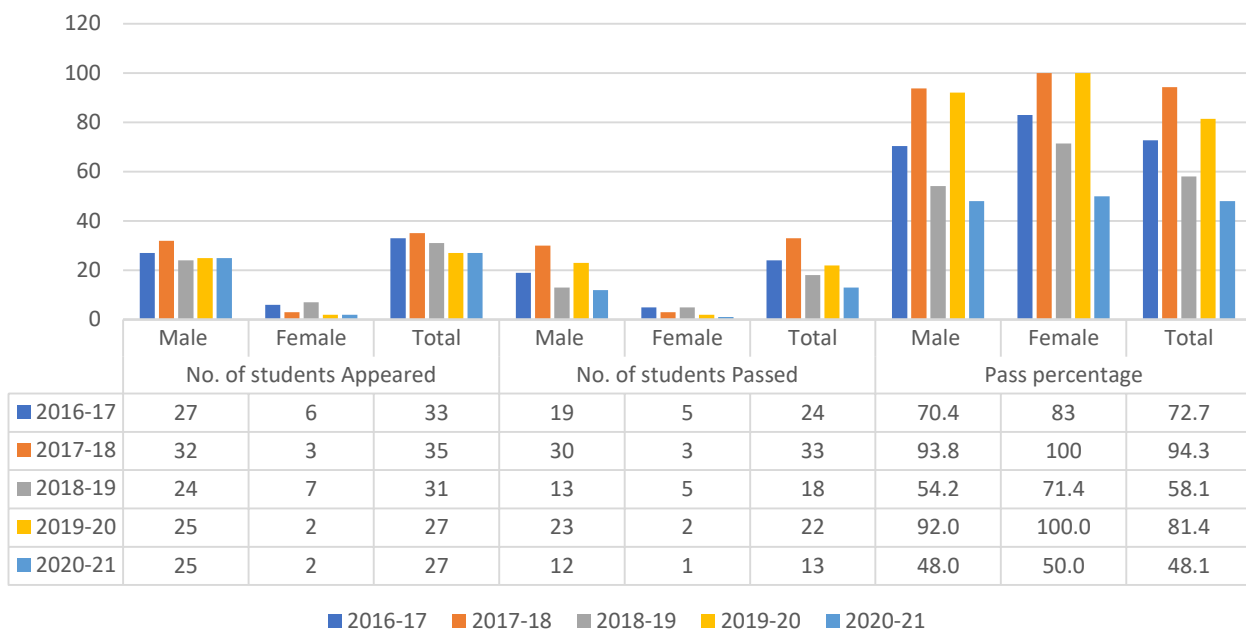
GENDER WISE PARTICIPATION IN CULTURAL ACTIVITY



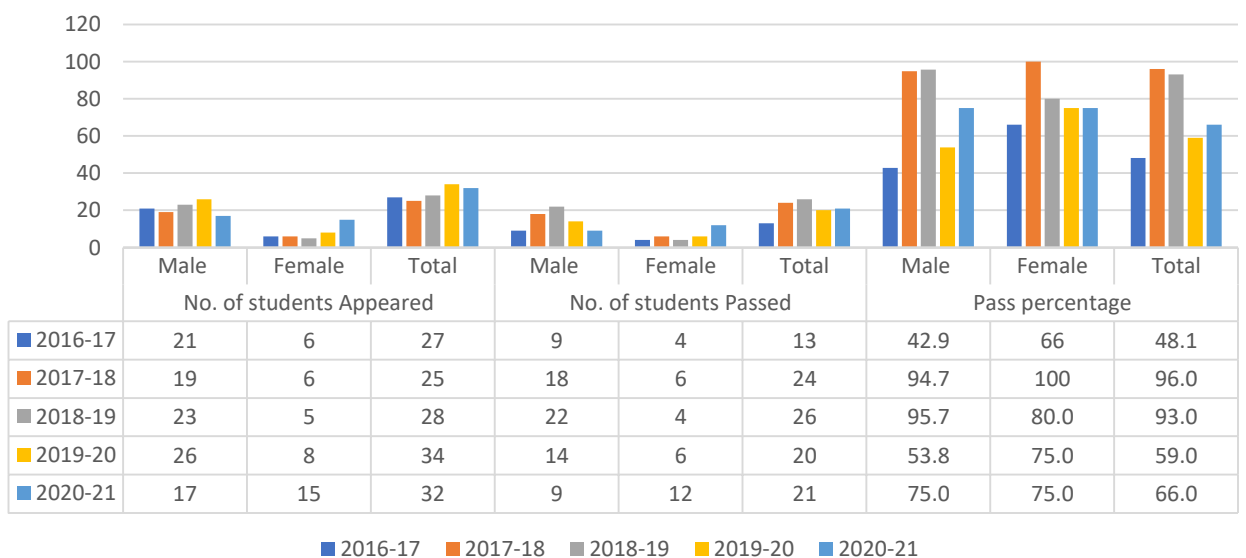
RESULTS FROM 2016-17 TO 2020-21 - M.Sc Physics GENDER WISE DATA



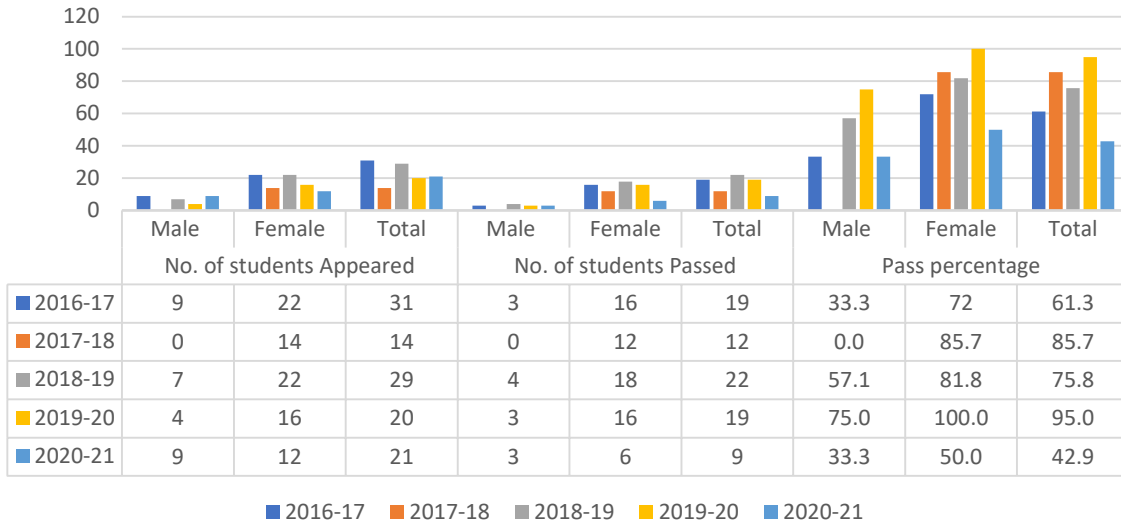
RESULTS FROM 2016-17 TO 2020-21 - M.Sc ORGANIC CHEMISTRY GENDER WISE DATA



RESULTS FROM 2016-17 TO 2020-21 - M.Sc ANALYTICAL CHEMISTRY GENDER WISE DATA

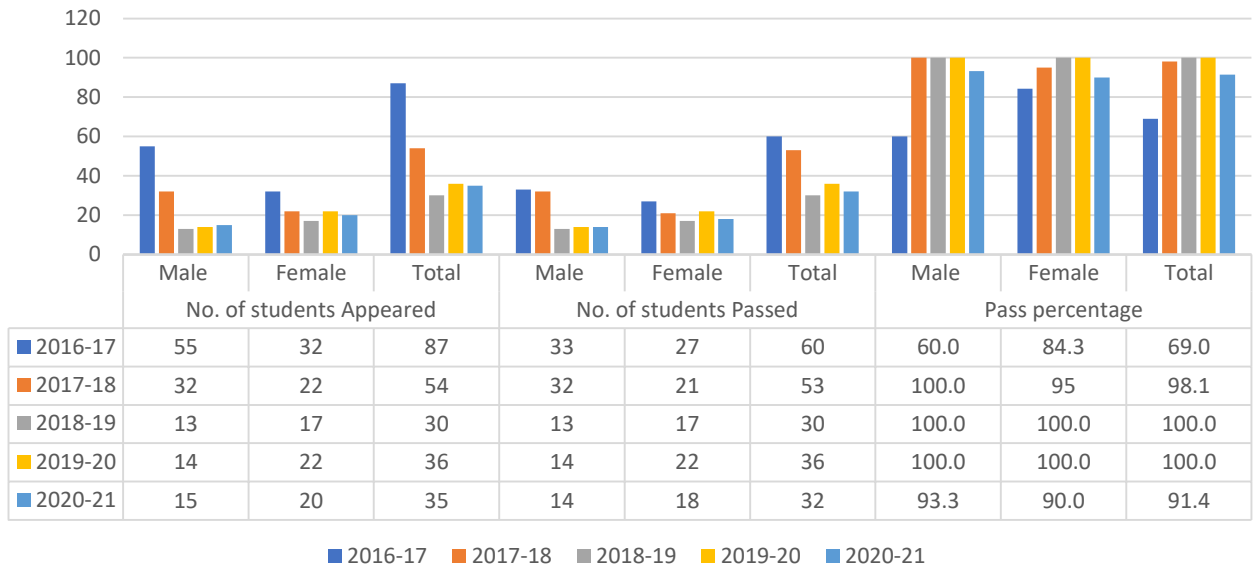


RESULTS FROM 2016-17 TO 2020-21 - M.Sc MATHS GENDER WISE DATA



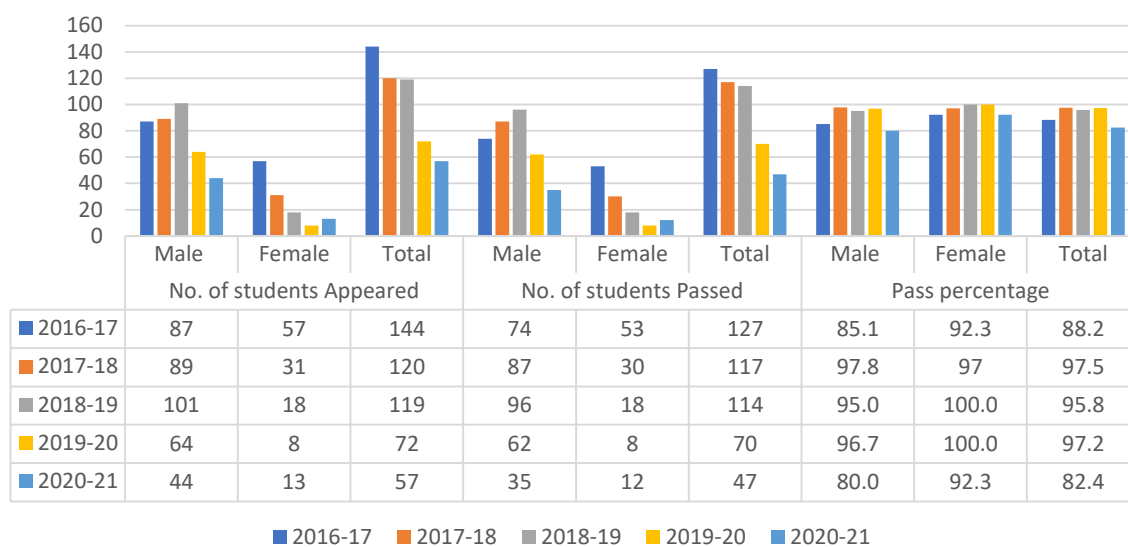
■ 2016-17 ■ 2017-18 ■ 2018-19 ■ 2019-20 ■ 2020-21

RESULTS FROM 2016-17 TO 2020-21 - M.Com GENDER WISE DATA

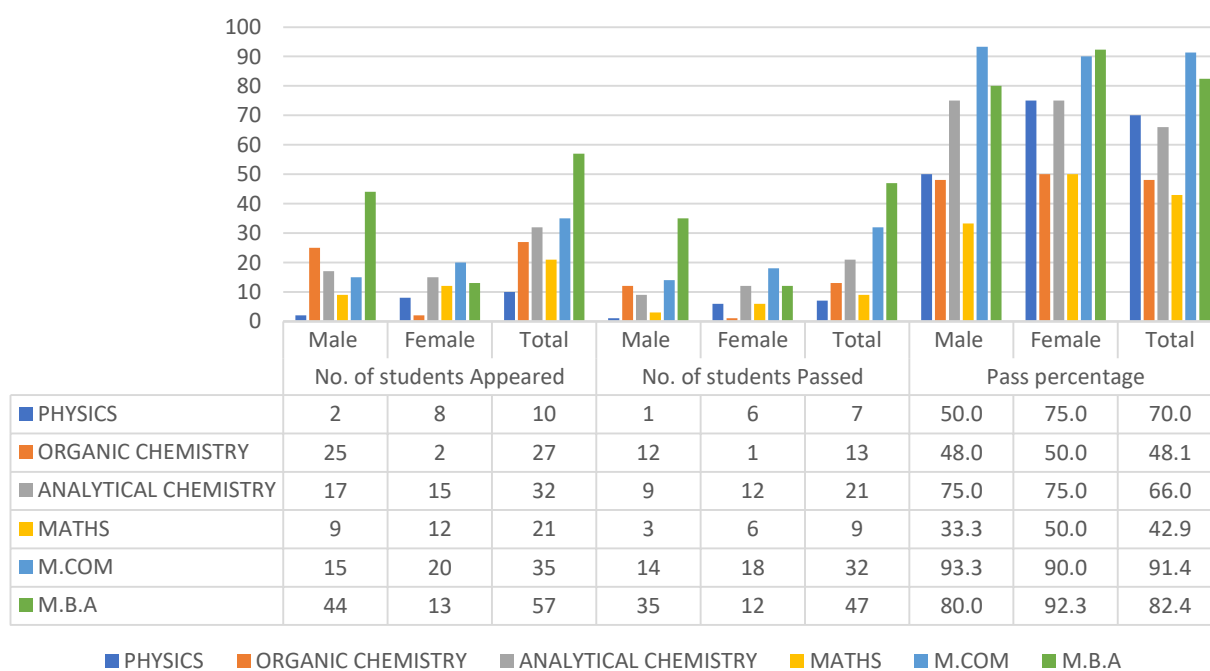


■ 2016-17 ■ 2017-18 ■ 2018-19 ■ 2019-20 ■ 2020-21

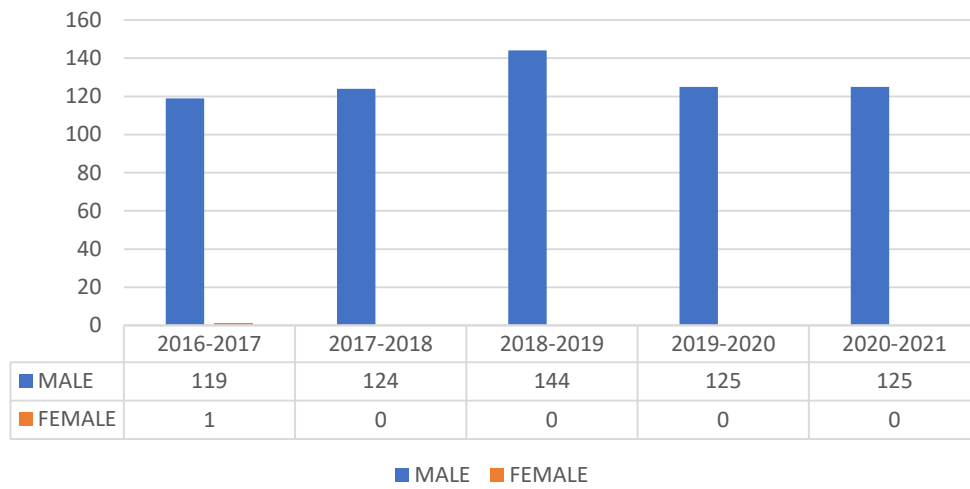
RESULTS FROM 2016-17 TO 2020-21 - M.B.A GENDER WISE DATA



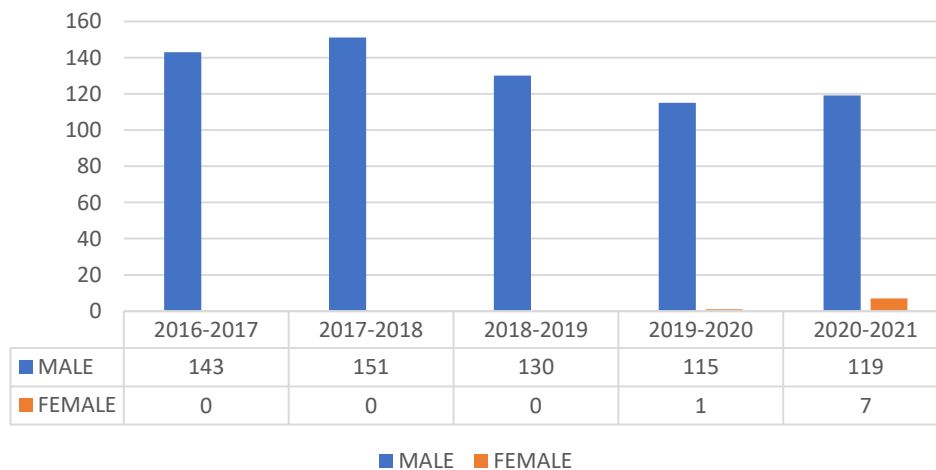
RESULTS FROM 2020-21 FOR PG COURSES GENDER WISE DATA



GENDER WISE PARTICIPATION IN NSS ACTIVITY -UNIT I

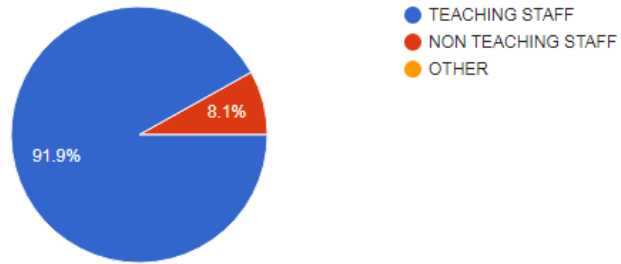


GENDER WISE PARTICIPATION IN NSS ACTIVITY - UNIT II



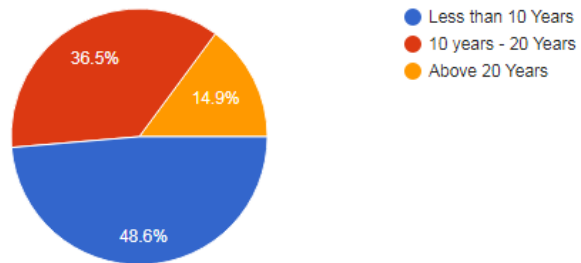
Category

74 responses



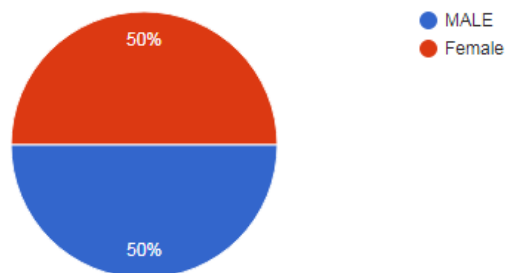
Years in Service

74 responses



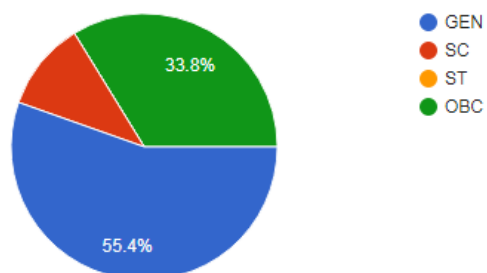
GENDER

74 responses



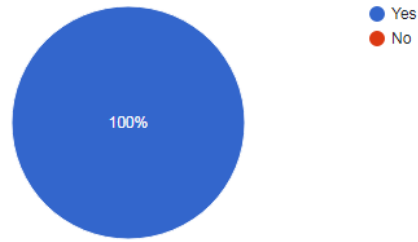
social category

74 responses



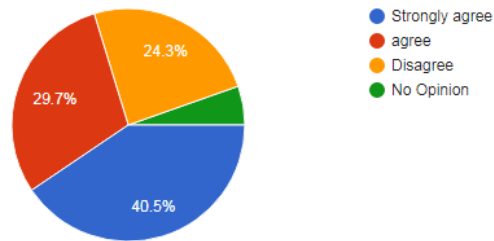
1. Do you believe men and Women should be paid equally for equal work?

74 responses



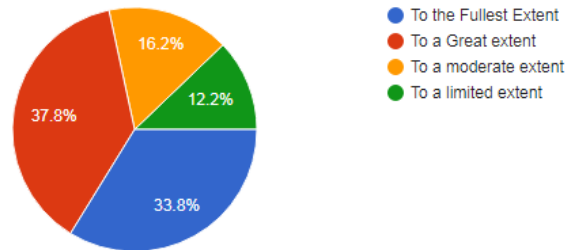
2. Do you find that staff at all organizational levels consider gender to be important?

74 responses



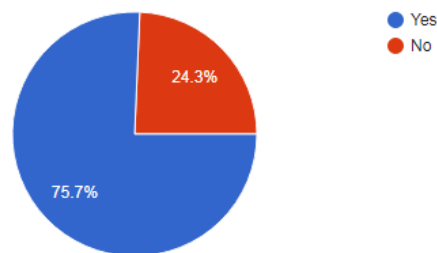
3. Do you think the organization is sensitive to Gender needs?

74 responses



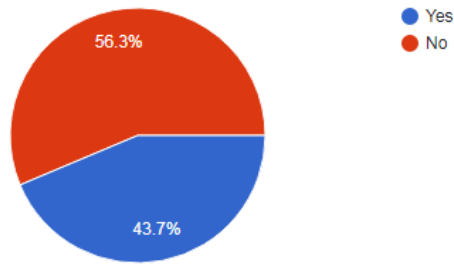
4. Are you aware that there exist an Internal complaints committee (ICC) and its functions

74 responses



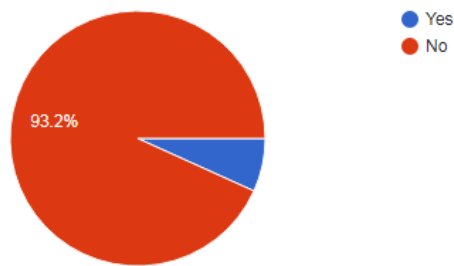
5. Have you hear of any complaint that has been placed in the ICC and was it resolved

71 responses



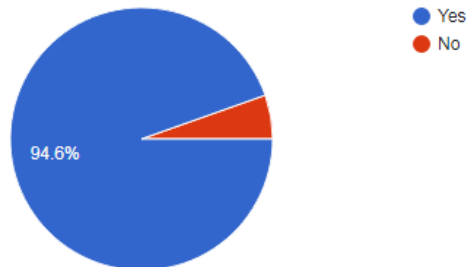
6. Do you think Sexual Harassment occurs at work place

74 responses



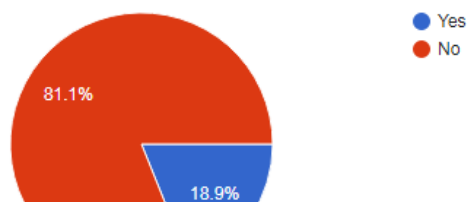
7. Do you feel men and women are treated in a like manner in our Department

74 responses



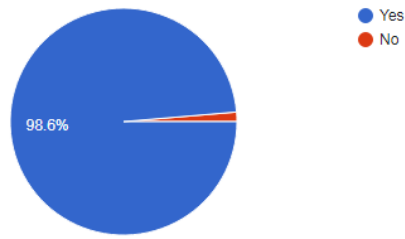
8. Have you come across a situation when there was a discrimination made between male and female staff by the institution authority in terms of pay, promotion, Recognition e.t.c.

74 responses



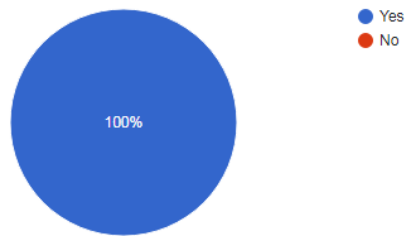
9. Do you consider the institution safety measures for women

74 responses



10. Are you aware of the programmes organized by the institution for the upliftment of women and to promote gender awareness among students and staff through WEC.

74 responses



11. Do you know about the Women empowerment cell and its functions.

74 responses



SIR C R REDDY COLLEGE
Women Empowerment Cell – Activities
2016-17

| S.No | Date | Name of the Event |
|-------------|----------------------------|---|
| 1 | 25.11.2016 | Guest Lecture on Violence against women |
| 2017-18 | | |
| S.No | Date | Name of the Event |
| 1 | 03.09.2017 | National Seminar on Gender Main Streaming Issues and Challenges |
| 2 | 12.12.2017 | Guest Lecture on Basic Concept of Ayurveda |
| 3 | 07.03.2018 | Cultural Competitions & Guest Lecture |
| 2018-19 | | |
| S.No | Date | Event |
| 4 | 07-03-18 | Women Empowerment(Cultural competitions and guest lecture) |
| 5 | 30-08-18 | Check Mate To Hair Loss |
| 6 | 10-10-18 | Breast Cancer(Awareness Talk) |
| 7 | 31-10-18 | Rally |
| 8 | 17-11-18 | Nischinta(social service programme) |
| 9 | 18-11-18 | Garden Party(Recreation Program) |
| 10 | 08-02-19 | Women Empowerment Recent Trends and Challenges(National Seminar) |
| 11 | 08-03-19 | International Women’s Day(Guest Lecture) |
| 2019-20 | | |
| S.No | Date | Event |
| 1 | 12-10-19 | SAFETY MEASURES FOR GIRL STUDENTS (GUEST LECTURE) |
| 2 | 30-11-19 | HEALTH – PERSONAL HYGEIENE OF PRIVATE PARTS OF THE BODY (AWARENESS PROGRAMME) |
| 3 | 02-12-19 | DISHA (RALLY) |
| 4 | 20-12-19 | PLASTIC –RECYCLING (AWARENESS PROGRAMME) |
| 5 | 24-01-20 | ON EVE OF THE NATIONAL GIRL CHILD DAY SOCIAL SECURITY- DISHA ACT (GUEST LECTURE) |
| 6 | 02-02-20 | WOMEN IN RURAL AREAS - HEALTH (AWARENESS PROGRAMME) |
| 7 | 27-02-2020 & 28-02-2020 | INTERNATIONAL CONFERENCE |
| 8 | 05-03-20 | GENDER EQUALITY (WOMENS DAY CELEBRATIONS) |
| 9 | 18-05-20 | Donation of Nutrition food to pregnant women in Jalipudi |

| 10 | 01-07-2020 & 02-07-2020 | National Webinar on Covid-19 |
|---|-----------------------------|--|
| SIR C R REDDY COLLEGE, ELURU | | |
| WOMEN EMPOWERMENT CELL ACTIVITIES FOR THE YEAR 2020-2021 | | |
| S.No | Date | Event |
| 1 | 15.11.2020 | Distribution of food at Nischinta oldage home |
| 2 | 10.12.2020 | Guest lecture on Human Rights Day |
| 3 | 12 to 14th Dec 2020 | Covid-19 Tests , free camp |
| 4 | 04-01-21 | Sankranthi Celebrations |
| 5 | 12.01.2021 | Awareness talk on kitchen roof Gardening |
| 6 | 23.01.201 | Celebration of National Girl child day |
| 7 | 25.01.2021 | Guest lecture on Anti Eve-Teasing-Disha Act |
| 8 | 30.01.2021 | Social Service and Humanity |
| 9 | 15.02.2021 | Awareness talk on Skill Development |
| 10 | 20.02.2021 to 04.02.2021 | A Free Training Programme making of Rold Gold and Skill Thread bangles |
| 11 | 08.03.2021 | Celebration of Women's Day |
| 12 | 07.04.2021 | Donating Food Packets to HIV Patients |
| 13 | 09.07.2021 | Awareness on DISHA APP |
| 14 | 05.08.2021 | Donating Food to Old age home |
| 15 | 09.08.2021 | Awareness on DISHA APP |
| 16 | 09.08.2021 | Inauguration of Communication skill development |

| | | |
|----|-------------------------|---|
| 17 | 11.08.2021 | Helping Hands –HIV CHILDREN |
| 18 | 15.08.2021 | CELEBRATIONS OF INDEPENDENCE DAY |
| 19 | 25.08.2021 | Inauguration of Women Empowerment CellRenovatated into PG New Building |
| 20 | 27.08.2021 | Inauguration of Village Skill Development Centre |
| 21 | 20.09.2021 | Free Training programme on Basic Tailoring and Paining |
| 22 | 24.09.2021 | Webinar on Data Privacy and Social Media Safe oranised by AP Mahila Commisison, CDC, AKNU, Women Cell |
| 23 | 02.10.2021 | Celebration of Gandhi Jayanathi |
| 24 | 12.10.2021 | Instalisation of Sanitary Napkin and Vending Machine |
| 25 | 25.10.2021 | Webinar on Youth Success begin with you |
| 26 | 03.11.2021 | Quiz Programme on Fun Money organized ACT City Channel |
| 27 | 06.11.2021 | Invited Talk on Human Values for Rural Women at Adopted Village Jalipudi |
| 28 | 08.11.2021 | Free Training programme on Basic Tailoring, Paining, and Making of Bangles |
| 29 | 16-11-2021 & 17-11-2021 | Free Medical Camp for Women Staff & Students |
| 30 | 19.11.2021 | Celebration of Women Entrepreneur Day |
| 31 | 25.11.2021 | Training Programme on Pot Painting at adopted village Jalipudi |
| 32 | 10.12.2021 | Humans Rights Day Celebrations |