

# **HINDU COLLEGE :: GUNTUR**

## **INTERNAL GENDER AUDIT REPORT-2022**



**GENDER STATUS AND FEATURE**

**IN**

## **HINDU COLLEGE :: GUNTUR**

**BY A JOINT COMMITTEE OF IQAC AND WDC**

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# **HINDU COLLEGE::GUNTUR**

## **INTERNAL GENDER AUDIT REPORT**

### **INTRODUCTION**

**Gender auditing** is a process of assessing policies, practices and procedures in an organization that specially addresses the issues related to women. It aims to identify development dimensions of providing opportunities for women in the organization for their growth and also aspects hindering women's advancement in the organization.

### **GENDER SENSITIVE INDICATORS**

All educational institutions must take certain initiatives for achieving the objectives of the overall development of the students. In the specific case of women and as envisages in the National Policy of Education (2020), education is viewed as a tool of social changes for correcting the accumulated distortions of the past. To bring about this changes, certain specified initiatives that would facilitate women students development and empowerment are required. Such initiatives may be termed as Gender Positive Initiatives.

In this context, an audit of the outcome of the specific initiative for the promotion of women's development, not only for the students, but also for the faculty, is necessary to establish equality of opportunity and gender justice, ultimately resulting in the optimum utilization of women's resources.

As a part of quality initiative, the management constituted a Committee with Smt. Beulah Rani, Coordinator-Women Development Cell as Convenor and Dr. S.V.S. Girija, Convenor-Research Cell, Smt. I. Santhi Latha, Incharge - Dept of Commerce, Dr. P. Venugopal, Coordinator IQAC as Member with an objective to study various issues relating to features and status of women in Hindu College, Guntur. The committee is given 15 day of time starting from 01-07-2022.

## **Features of Women in the College:**

### **HIGHLIGHTS OF SURVEY:**

#### **Faculty related:**

- ❖ It is found that there are 33 women faculty in 2020-21 and increased to 52 by 2021-22 i.e. half of total college staff.
- ❖ Out of total research publications by faculty (142) during the last five years 64 are written by women faculty.
- ❖ There are 02 women Research Guides out of 6 Research guides in the College. They produced 8 Ph.Ds and 02 of M.Phil.
- ❖ Two Major, 05 Minor and 10 Management sponsored Projects were completed by women faculty.
- ❖ The average of impact factor of publications by women faculty is much higher than the total college average.
- ❖ There are 06 State Best Teacher Award receiptants in the college out of a total 19 from the college.
- ❖ In all administrative committees there is atleast one women representative and 07 of women are acting as Coordinators/convenors.

#### **Student related:**

- ❖ The number of girl students has increased from 398 in 2017 to 835 by 2022.
- ❖ Out of the total of 2574 students, the girls consists of 33%. Of these 835 girls, 353 are BCs, 215 are SCs, 31 are STs and the remaining 249 are OCs. It means the college is predominantly serving the vulnerable sections of the society.
- ❖ The pass percentage of girl students is 89 in 2022, as against a total of 84 percentage.
- ❖ The College has a unique privilege of having Girls NCC wing. 15 number of girls received 'C' certificates and 63 got 'B' certificates.
- ❖ 135 number of girls are residing in College Ladies hostel. The college arranged bus facility and lunch at college to those girls.

- ❖ It was also observed that, more than half of the parents of the girl students of the college, have the level of education less than Intermediate. About one fourths are illiterates.
- ❖ About 60 percent of girls hails from surrounding villages/rural background.
- ❖ Atleast 28 percent of the girls belongs to surrounding/other districts.

### **OBSERVATIONS:**

- ❖ The committee places on record with deep appreciation the efforts on the part of management in providing excellent facilities at Women's Hostel.
- ❖ The Committee also commends the academic performance of Women students at University examinations.
- ❖ Women Development Centre is advised to document all the important activities conducted during the last two years and submit proposals to UGC, New Delhi for establishment of women studies center.
- ❖ The committee is of full praise for the active involvement of Women students in publishing monographs on important personalities whose contribution to Women Empowerment is of utmost value to society.

### **SUGGESTIONS:**

With these few remarks on the various issues relating girl students in the college, it is observed that :

- ❖ The ICT facilities are sufficiently available in the college, but the participation of girl students found meagre.
- ❖ There is no separate space for girl students in the canteen.
- ❖ Special parking area for women vehicle is not sufficient to meet the requirements of both faculty and students.
- ❖ It is suggested to provide a computer with internet facility in girls waiting room.
- ❖ Separate Gym is available, but it is to be maintained in a better effective manner.
- ❖ More number of events are suggested to improve harmonial relationship among staff and students.

## PROFORMA

<b>I</b>	<b>Name of Institution</b>	:	<b>HINDU COLLEGE, GUNTUR</b>
	1. Location a) Urban b) Rural	:	<b>Urban</b>
	2. a) Undergraduate b) Postgraduate	:	<b>Undergraduate &amp; Postgraduate</b>
	3. a) Co-educational b) Women only	:	<b>Co-educational</b>
	4. Number of Women Students enrolled	:	<b>849</b>
<b>II</b>	<b>Issues regarding safety of women on Campus</b>		
	Have you received complaints regarding the following problems?		
	1 Sexual harassment or other forms of gender violence	:	<b>No</b>
	2 Public transport to/from the institution	:	<b>No</b>
	3 Lighting in the campus	:	<ul style="list-style-type: none"> <li>➤ <b>We have sufficient lighting facility.</b></li> <li>➤ <b>Generator facility is also available.</b></li> </ul>
	4 Toilet facilities for women	:	<ul style="list-style-type: none"> <li>➤ <b>Sufficient separate toilets are their waiting room are available</b></li> </ul>
	5 Accommodation for women students	:	<ul style="list-style-type: none"> <li>➤ <b>A Hi-fi hostel facility is available for 100 girl students with total plinth area of hostel building is 3086.56 sq.mts. It is a three stored building.</b></li> <li>➤ <b>The total rooms are 36. For each room three beds and sufficient potable drinking water and toilet facility (some of them have attached bath rooms)</b></li> <li>➤ <b>Computer facility with Internet is available</b></li> <li>➤ <b>Separate reading room.</b></li> </ul>

	6	Health facilities for women students	:	NA
	7	Counselling services for students	:	<ul style="list-style-type: none"> <li>➤ <b>Women development cell takes care of counseling.</b></li> <li>➤ <b>Regular meetings and group discussions will be organized.</b></li> </ul>
<b>III Existing Arrangements on Campus for safety of women :</b>				
	1	What institutional arrangements do you currently have to address issues related to the safety of women on campus, whether students or employees?	:	<ul style="list-style-type: none"> <li>➤ <b>WDC (PRAMADAVANAM)</b></li> <li>➤ <b>Special Women Vice-Principal is appointed</b></li> <li>➤ <b>Women NCC Unit is available</b></li> <li>➤ <b>Women cultural Co-Convenor</b></li> </ul>
	2	Do you have a policy and procedure for dealing with sexual harassment?	:	<ul style="list-style-type: none"> <li>➤ <b>We kept complaint box in collaboration with Guntur Police</b></li> <li>➤ <b>DISHA app is downloaded</b></li> </ul>
	3	If so kindly provide details:	:	
		a) When was such a policy established?	:	<ul style="list-style-type: none"> <li>➤ <b>Women Development Cell</b></li> <li>➤ <b>Separate Grievance Cell for the sake of Women students for staff</b></li> </ul>
		b) By what guidelines does it function? (Kindly send a copy along with this form)	:	<ul style="list-style-type: none"> <li>✓ <b>Aims and objectives of WDC</b></li> <li>✓ <b>Gender Equity Policy</b></li> </ul>
		c) How do you publicize your policy and procedures against sexual harassment?	:	<ul style="list-style-type: none"> <li>➤ <b>We canvas through wall fixings, pamphlets and posters.</b></li> </ul>
		d) How many meetings of the committee against sexual harassment have been held in the last two years?	:	<ul style="list-style-type: none"> <li>➤ <b>Atleast Twice in a year</b></li> </ul>

	e) How many complaints have been received in the last two years?	:	Nil
	f) What is the time frame within which a complaint is addressed?	:	-NA-
	g) What have been the outcomes of the complaints in the last two years?	:	-NA-
	h) What shortcomings have been experienced in this regard?	:	Nil
	i) What suggestions would you have to improve the situation?	:	Nil
	j) Has an annual report of the activities of the committee against sexual harassment been prepared?  (Kindly send a copy of the latest report).	:	Nil

**IV Gender Equality and Sensitization Measures on Campus :**

1	What measures are in place for raising awareness against harassment or violence in your institution?	:	<p>➤ <b>Gender Audit:</b></p> <p><b>It is a assessing policies, practices and procedures in an organization that specially addresses the issues related to women. It aims to identity development dimensions of providing opportunities for women in the organization for their growth and also aspects hindering women’s advancement in the organization.</b></p> <p>➤ <b>We have a “Women Development Cell” in our organization.</b></p> <p>➤ <b>The cell organized various programmes on Women Empowerment and personality development for the benefit of women students.</b></p>
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				<ul style="list-style-type: none"> <li>➤ <b>Members of WDC Guided Women students for their knowledge upgradation.</b></li> <li>➤ <b>Students also compiled press clippings related to women empowerment.</b></li> </ul>
	2	What measures exist to ensure that women students have equal access to campus facilities such as the library, laboratories, or any campus events at all times?	:	<b>The college ensures 'equal opportunities to all' in academic and extension activities such as participation in class room interaction, competitions, celebrations and service oriented programmes like NSS, NCC, Scouts etc.,</b>
	3	Are there differential timings for male and female hostel residents to return to their respective hostels? What are the differences in the rules for each? For example the number of 'late nights' and 'night outs' allowed.	:	<b>Women's Hostel is situated in our PG college itself. So this question does not arise.</b>
	4	Do you have any suggestions for improving gender equality on campus?	:	<b>We have been adopting the measures suggested by various authorities from time to time. Following these will give fruitful results.</b>
<b>V</b>	<b>Gender related Courses offered on Campus :</b>			
	1	Are there any courses that focus on women and gender related topics in any of the departments or centres of your institution? (List these).	:	<b>No</b>
	2	Is there a Women's Studies Centre/Department or Women's Development Cell in your institution? If so kindly provide details.	:	<b>Yes – PRAMADAVANAM (Women Development Cell)</b>
<b>VI</b>	<b>Any other comments or suggestions for the consideration of the UGC.</b>			<b>No</b>



## **AIMS and OBJECTIVES OF WDC:**

1. **To promote** awareness among the students of the policies and programmes designed to remove gender discrimination to uplift women to make them vibrant citizens of the country.
2. **To make them bold and brave**, and to inject self-confidence and positive thinking.
3. **To create** awareness among Women students on various job opportunities and self-employment opportunities available.
4. **To encourage** women participation in capacity decision making programmes.
5. Make them to know about the importance of Women Education and to carry the idea and propagate to the marginalised section of society.
6. **To enable the students to know** about the Health care of the families and hygienic conditions.
7. **To create** self awareness and emphasis on the dignity of women.
8. **To conduct** awareness programmes on various women's issues like sexual harassment, abortion, maternal mortality etc.
9. **To make them how to become** good entrepreneurs and to enlighten on self-employment opportunities.
10. Changing societal attitudes and community practices by active participation and involvement of both Men & Women.
11. **To know** about the important Acts & Commissions regarding women Welfare including Domestic violence Act, 2006.
12. **To protect** the right and freedom of women by conducting interactive sessions with eminent persons of different walks of life.

## **GENDER EQUITY POLICY**

“God could not be everywhere, therefore he made mothers”. Woman is respected in the world as being mother, sister, friend, and companion of life. It is because of her sacrifice, dedication, and perseverance the children find their way of life. Her need is more precious now, than ever. Empowering women staff and students is one of the major objectives of this institution. Hindu College gives top priority for ‘Women employment’ as most of the faculty consists of women. The following are some important measures which have taken for bringing a positive change in mentalities and practices.

- **Safety and Security:** The institute has constituent bodies like Women Empowerment Cell (PRAMADAVANAM), Anti-ragging Cell, Prevention of sexual harassment Committee, Student Redressal Cell and Discipline Committee. The Internal complaints committee ensures the safety of women staff. In addition to these internal safety measures, CC cameras are installed for the external security.
- **Counselling:** Grievance Redressal Cell, Women Empowerment Cell and Prevention of sexual Harassment Committee addresses all major problems faced by girls and women in the college. All the faculty members along with committees are ready to extend their support giving counselling, whenever they feel any student facing problems like behavioural, emotional and adjustment mentality. The ward & mentor system addresses all individual issues and counsel them individually as well as group.
- **Common Rooms:** Common rooms for girl students and women staff have the facilities like waiting hall with dining facilities, Napkin Dispenser, Napkin vending machine, drinking water and rest room. The room of women empowerment cell also serves as common room for lady staff.
- We have a separate NCC team for Girls. Number of activities were undertaken by NCC girls wing for Women Empowerment.
- **Any other relevant information:** The following activities are conducted in this college; yoga classes and awareness programmes like arranging extension

lectures by prominent people on personality development, health and hygiene, National Women Teachers Day are celebrated. Women Empowerment Cell conducts personality development counselling, National Girl Child Day, International Women's Day and National Women's Equality Day.

- As most of the faculty consists of Women faculty until recent past, we have appointed a separate lady Vice-Principal to address the issues related to girl students.
- All the Girl students were encouraged to download DISA app.
- From 2021-22 onwards, it is resolved to Honour one eminent personality with the Savitribai Phule Award. This year Dr. V. Rama Jyotsna Kumari, RJD, CE is selected for the Award.

- Women Development Cell consists of the following members

Convenor - Smt. V. Beulah Rani

Members - Smt. Ch. Aruna  
Dr. A. Manju Sree  
Dr. M. Madhavi  
Smt. I. Santhi Latha  
Smt. K. Thapathi  
Smt. Sk. Haseena  
Smt. J.S.R. Lakshmi

Advisors - Prof. SVS Girija  
Prof. K. Srilakhmamma

## **Future Plans**

With the help of Department of Chemistry, Geology, Commerce and other UG & PG departments, Women Development Cell will undertake the following projects during coming five years

- Preparation of shampoos and liquid soaps
- Analysis of cosmetics for their toxicity
- Adulterants in common brands of food stuffs
- Estimation of alcohol content in cough syrups
- Preparation of perfumes from natural sources like rose petals
- Study of pollutants in the environment
- Estimation of free acid content in edible oils
- Study of soil samples
- Modern techniques of separation – chromatography
- Vitamin 'C' content estimation and grading of food stuff
- Estimation of sugar content in honey
- Estimation of volatile matter in different types of wood