



# GOVERNMENT DEGREE COLLEGE,

RAYACHOTY, ANNAMAIAH (Dist), A.P.516269



(Accredited with C grade by NAAC)

Dr. P. HARSHALTA, M.Sc.,M.Phil.,Ph.D.

E-Mail Id:[rayachoti.jkc@gmail.com](mailto:rayachoti.jkc@gmail.com)

PRINCIPAL

Website: [www.gdcrayachoty.ac.in](http://www.gdcrayachoty.ac.in)

## 7.1.1:-Institutional Values and Best Practices

# GENDER AUDIT REPORT



**Institution has initiated the Gender Audit and measures for the promotion of gender equity during last five years.**



# GOVERNMENT DEGREE COLLEGE,

RAYACHOTY, ANNAMAYYA DISTRICT, A.P. 516269

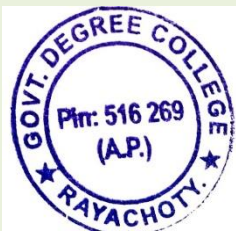


(Accredited with Cgrade by NAAC)

## 7.1.1: Institutional Values and Best Practices

### DECLARATION

This is certify that the information, reports, all kinds of data and supporting documents furnished in this file as per the records available in the institution have been verified by IQAC and found to be correct.



B. Sivaram

J.B. Varma

IQAC Co - Ordinator  
GOVT. DEGREE COLLEGE  
RAYACHOTY - 516269  
Annamayya Dist., A.P.

P. S. Reddy  
PRINCIPAL  
Govt. Degree College  
Rayachoty.

B&C



**GOVERNMENT DEGREE COLLEGE,**

**RAYACHOTY, ANNAMAYYA DISTRICT, A.P. 516269**



(Accredited with C grade by NAAC)

---

## 7.1.1:-Institutional Values and Best Practices

### Gender Audit Committee

1. **B.KIRAN KUMAR(IQACCordinator)**
2. **Smt. B. SIVAMMA(Women Empowerment Cell Coordinator)**
3. **Smt. B. SHANTHA KUMARI(Women Empowerment Cell Member)**



# GOVERNMENT DEGREE COLLEGE,

RAYACHOTY, ANNAMAYYA DISTRICT, A.P. 516269



(Accredited with C grade by NAAC)

---

## 7.1.1:-Institutional Values and Best Practices

### INTRODUCTION

**Gender equality is now a global focal point, with discussions revolving around women's rights and emancipation leading various campaigns. As awareness grows, women are taking action against oppression. Gender awareness empowers them to break free from traditional stereotypes. A gender audit was performed to enhance campus safety for women. This process involved selecting sites, participants, orientation, checklist creation, walkabouts, documenting findings, and sharing results with the college principal for implementing recommendations. This proactive approach underscores the college's commitment to female safety.**

**Government Degree College, Rayachoty, has women staff members who oversee various groups and committees. The college is dedicated to promoting fair treatment and providing equal opportunities for women in both personal and social aspects. This approach empowers women to actively contribute to the advancement of society and encourages inclusivity. The enrollment of an equal number of male and female students further demonstrates our college's commitment to impartial treatment. We are sure about carrying out a study to see if we are treating everyone equally in our college. This study gives us an opportunity to find any hidden differences and make sure we include the skills and knowledge of women in our achievements.**

**The Women Empowerment cell plays a crucial role by organizing a variety of events that aim to empower women and boost their confidence. They emphasize the significance of treating both women and men fairly and equally. Additionally, they educate students about the importance of accepting individuals with different gender identities. This effort contributes to creating a society where kindness and fairness prevail for everyone. The Women Empowerment cell remains proactive in raising awareness about women's issues through organized events. Moreover, they actively encourage women students to voice their experiences and stories, creating a platform for open dialogue and support.**

**The Gender Audit is like a study to check if the college treats every one fairly, no matter their gender. It looks at whether the college follows the rule sand plans made by the government to help women do better in society. This study also looks at how the college's rules and plans affect how equal girls and boys arethe college cares a lot about how well students do in their studies and how they grow as people. When it comes to treating girls and boys the same, the college makes sure girls have special things and extra care.**

### **OBJECTIVES:**

- **To find out the are as where gender balance exists and the factors behind the gender balance.**
- **To establish good gender balance indecision-making processes in all are a soft college activities.**
- **To Suggest measures for bridging the gender gap.**
- **To Foster gender equality in all aspects of college community.**
- **To see the work and capacity for prevention of sexual harassment at the college.**
- **To plan away to improve gender equality.**
- **To increase the institutional efforts and capacity to prevent sexual harassment.**
- **To study gender-based issues that affect students, teaching and non-teaching staff.**

**Ensuring equality between genders is extremely significant to improve society and guarantee equal rights for everyone. Gender equality involves treating both males and females fairly in all aspects. We're really careful about this in our college and we have set up different committees like Anti- Ragging, Internal Complaints, and Sexual Harassment Prevention to make sure every one is safe. And we also make sure that girls have good facilities.**

**An audit of gender sensitive features in the college yielded the following not able points:**

- **The college has a well functioning women empowerment cell accessible to all girl students and lady faculty members.**
- **The WEC also conduct Gender Sensitization programmes regularly for the students.**
- **Encouraging in sports and cultural activities without any discrimination.**
- **The College has a Grievance Redressal Cell to deal with the concerns of all the stake holders, including staff, students and parents.**
- **The institutional so involves its JKC lab, Commerce lab and Computer lab in soft skills development.**
- **The placement cell monitors activities related to job notifications and opportunities, Interview preparation, development of entrepreneurial skills, organizing of Job**

**melas.**

- **Basics on facility of separate male and female toilets for the student sand staff is provided.**
- **The reisa Girls waiting Room provided in the college.**
- **There are CCTV monitoring devices installed at different locations within the campus.**
- **R.O. supplemented drinking water facility is available.**
- **Gym facility for girl students.**
- **Suggestion/Complaint Box fixed at various spots in the college.**
- **A Health Centre has been established in the College where First Aid facilities are available for the students.**

## **OBJECTIVES:**

- **To find out the are as where gender balance exists and the factors behind the gender balance.**
- **To establish good gender balance in decision-making processes in all areas of the college activities.**
- **To Suggest measures for bridging the gender gap.**
- **To Foster gender equality in all aspects of college community.**
- **To see the work and capacity for prevention of sexual harassment at the college.**
- **To plan away to improve gender equality.**
- **To increase the institutional efforts and capacity to prevent sexual harassment.**
- **To study gender-based issues that affect students, teaching and non-teaching staff..**

**Ensuring equality between genders is extremely significant to improve society and guarantee equal rights for everyone. Gender equality involves treating both males and females fairly in all aspects. We're really careful about this in our college and we have set up different committees like Anti- Ragging, Internal Complaints, and Sexual Harassment Prevention to make sure every one is safe. And we also make sure that girls have good facilities.**

**An audit of gender sensitive features in the college yielded the following notable points:**

- **The college has a well-functioning women empowerment cell accessible to all girl students and lady faculty members.**
- **The WEC also conducts Gender Sensitization programmes regularly for the students.**
- **Encouraging in sports and cultural activities without any discrimination.**
- **The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents.**
- **The institutional so involve sits JK Clab, Commerce lab and Computer lab I**

**soft skill development.**

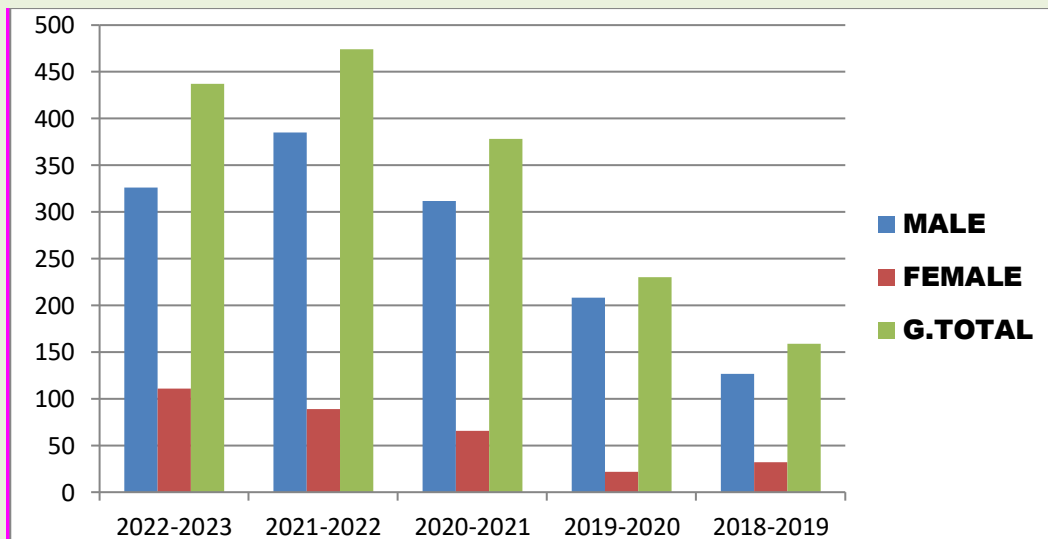
- **The placement cell monitors activities related to job notifications and opportunities, Interview preparation, development of entrepreneurial skills, organizing of Job melas.**
- **Basic sanitation facility of separate male and female toilets for the students and staff is provided.**
- **There is a Girls waiting Room provided in the college.**
- **There are CCTV monitoring devices installed at different locations within the campus.**
- **R.O. supplement drinking water facility is available.**
- **Gym facility for girl students.**
- **Suggestion/Complaint Box fixed at various spots in the college.**
- **A Health Centre has been established in the College where First Aid facilities are available for the students.**

## **DATA ANALYSIS:**

### **Gender variance in Enrolment during Last Five years**

<b>YEAR</b>	<b>MALE</b>	<b>FEMALE</b>	<b>G.TOTAL</b>	<b>MALE%</b>	<b>FEMALE %</b>	<b>RATIO</b>
<b>2022-2023</b>	<b>326</b>	<b>111</b>	<b>437</b>	<b>74.59</b>	<b>25.40</b>	
<b>2021-2022</b>	<b>385</b>	<b>89</b>	<b>474</b>	<b>81.22</b>	<b>18.77</b>	
<b>2020-2021</b>	<b>312</b>	<b>66</b>	<b>378</b>	<b>82.53</b>	<b>17.46</b>	
<b>2019-2020</b>	<b>208</b>	<b>22</b>	<b>230</b>	<b>90.43</b>	<b>9.56</b>	
<b>2018-2019</b>	<b>127</b>	<b>32</b>	<b>159</b>	<b>79.87</b>	<b>20.12</b>	

## **GENDER ANALYSIS**

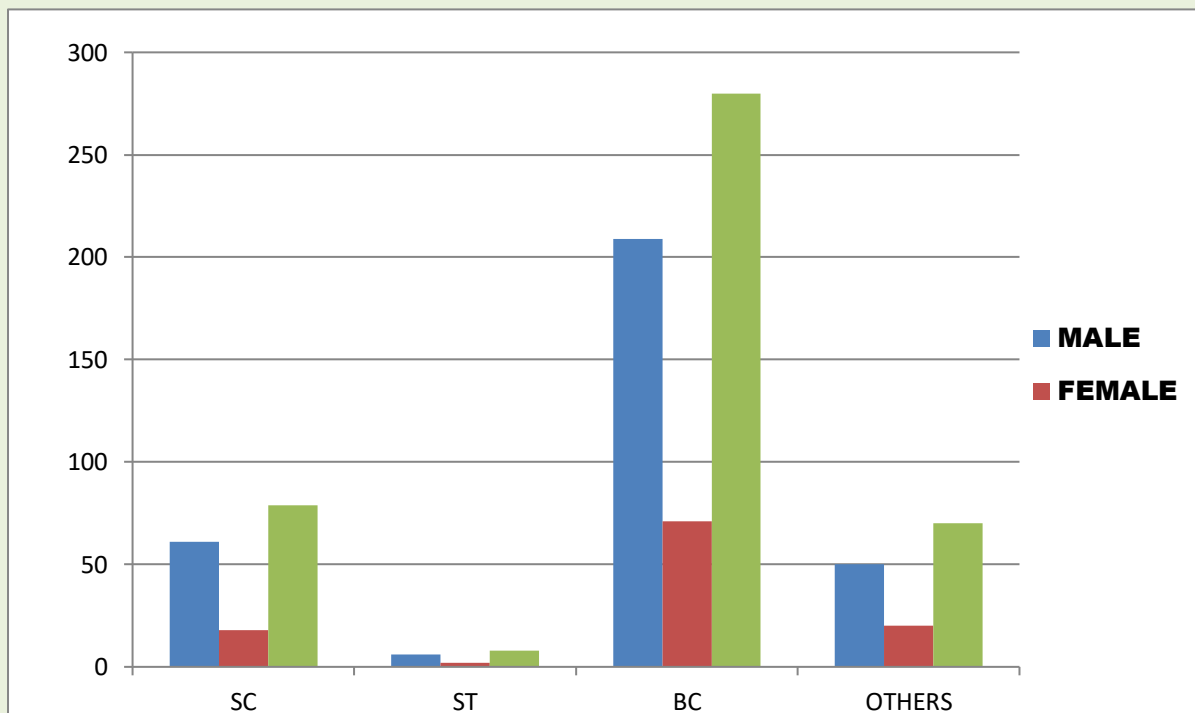


The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that since the years 2018-2023 the percent Gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give the idea that girls students strength is decreased and lagging behind when compared to boy students. The Graph show important data of year wise gender classification.

## Gender comparison in Various Social Categories during Last Five years

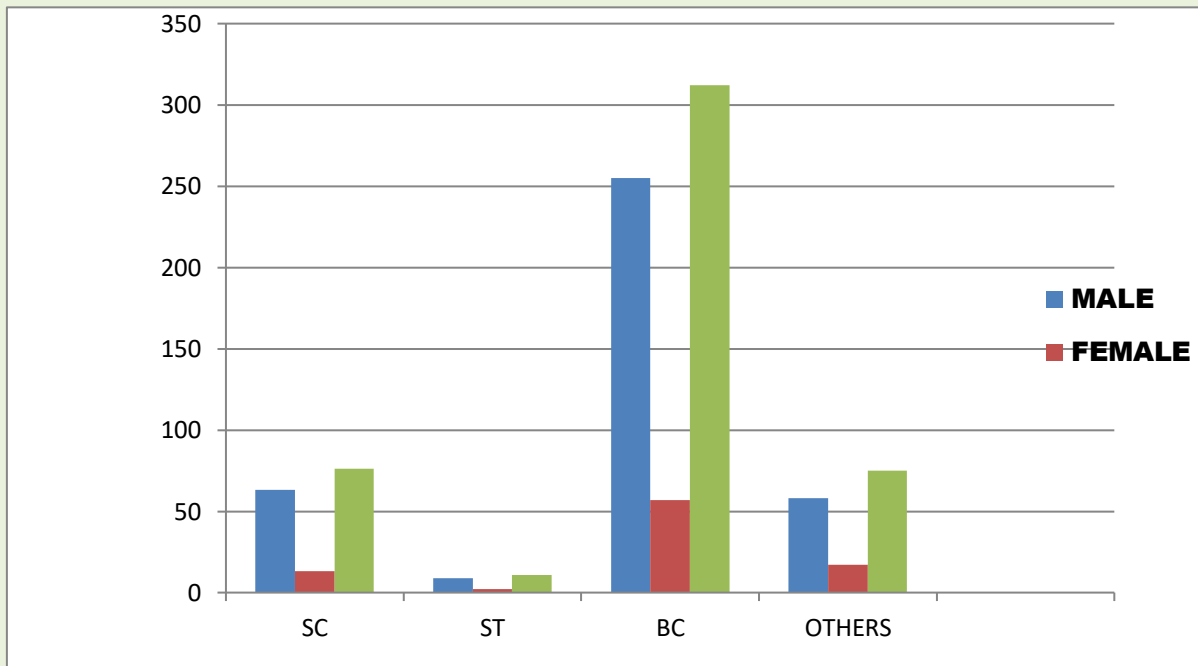
### 2022-2023

CATEGORY	MALE	FEMALE	TOTAL	MALE %	FEMALE %
SC	61	18	79	77.21	22.78
ST	06	02	08	75	25
BC	209	71	280	74.64	25.35
OTHERS	50	20	70	71.42	28.57
<b>TOTAL</b>	<b>326</b>	<b>111</b>	<b>437</b>	<b>74.59</b>	<b>25.40</b>



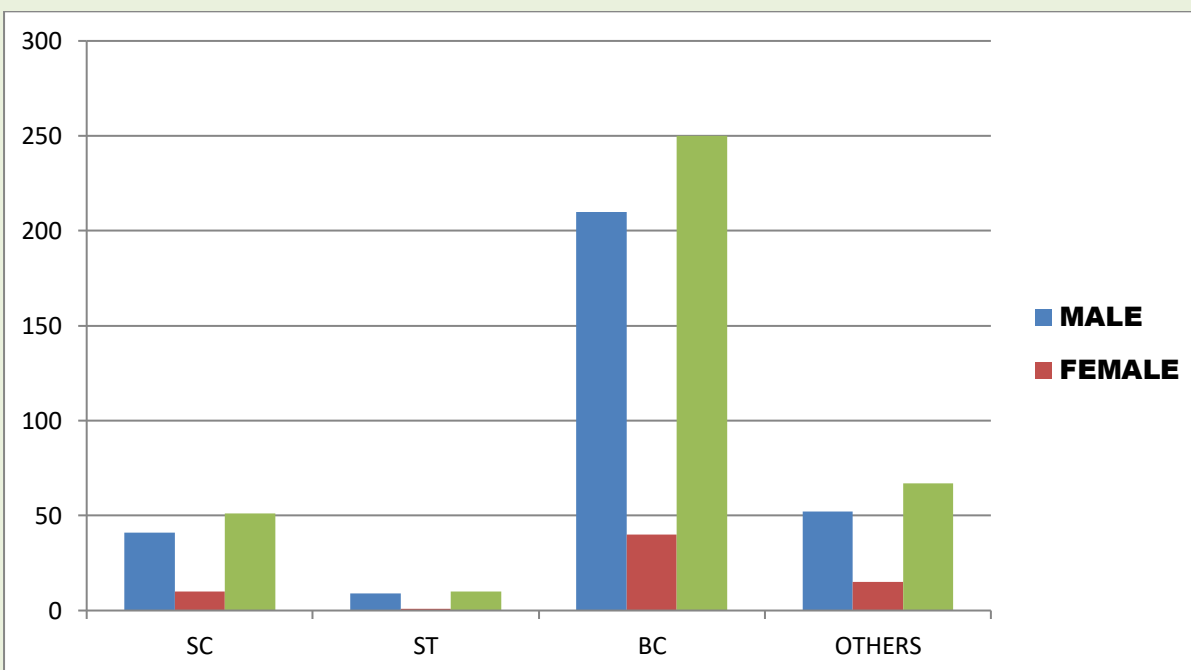
## 2021-2022

CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
SC	63	13	76	82.89	17.10
ST	09	02	11	81.81	18.18
BC	255	57	312	81.73	18.26
OTHERS	58	17	75	77.33	22.66
<b>TOTAL</b>	<b>385</b>	<b>89</b>	<b>474</b>	<b>81.22</b>	<b>18.77</b>



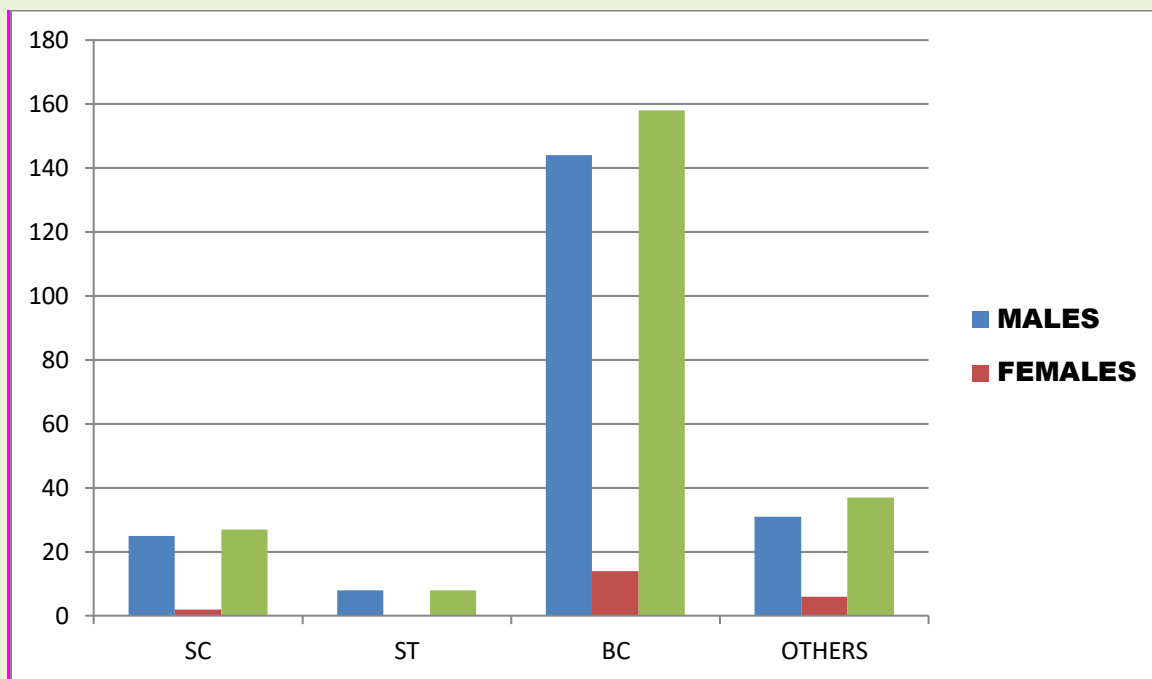
## 2020-2021

CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
SC	41	10	51	80.39	19.60
ST	09	01	10	90	10
BC	210	40	250	84	16
OTHERS	52	15	67	77.61	22.38
TOTAL	312	66	378	82.53	17.46



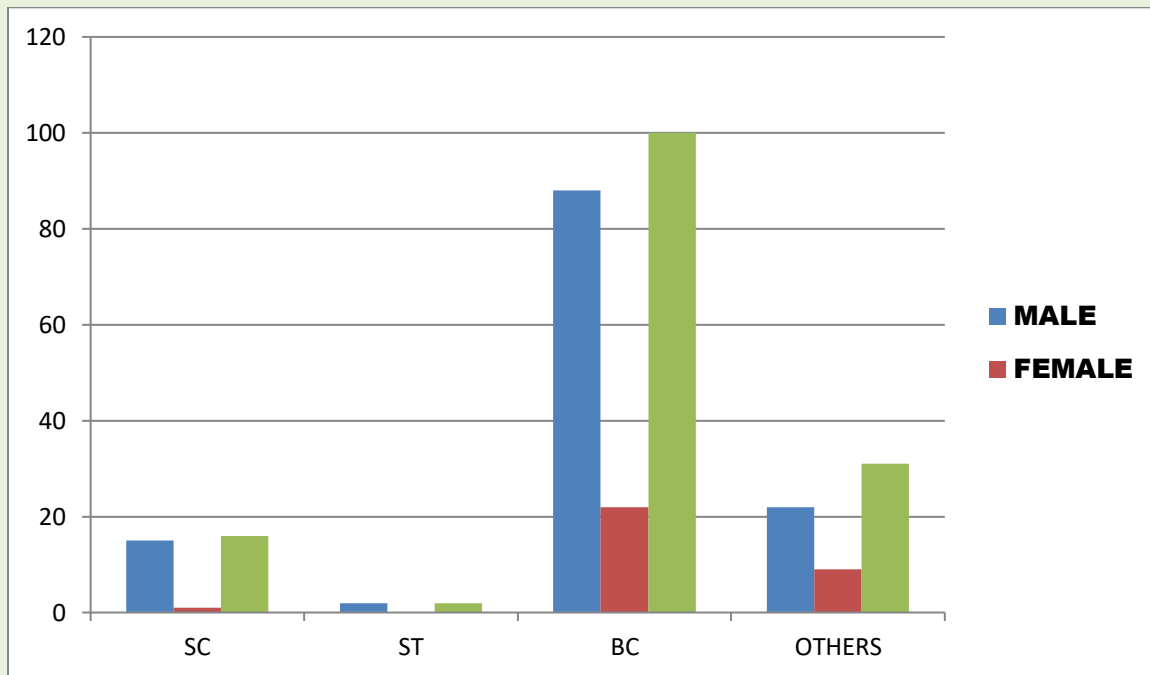
## 2019-2020

CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
SC	25	02	27	92.59	7.40
ST	08	NIL	08	100	00
BC	144	14	158	91.13	8.86
OTHERS	31	06	37	83.78	16.21
<b>TOTAL</b>	<b>208</b>	<b>22</b>	<b>230</b>	<b>90.43</b>	<b>9.56</b>



## 2018-2019

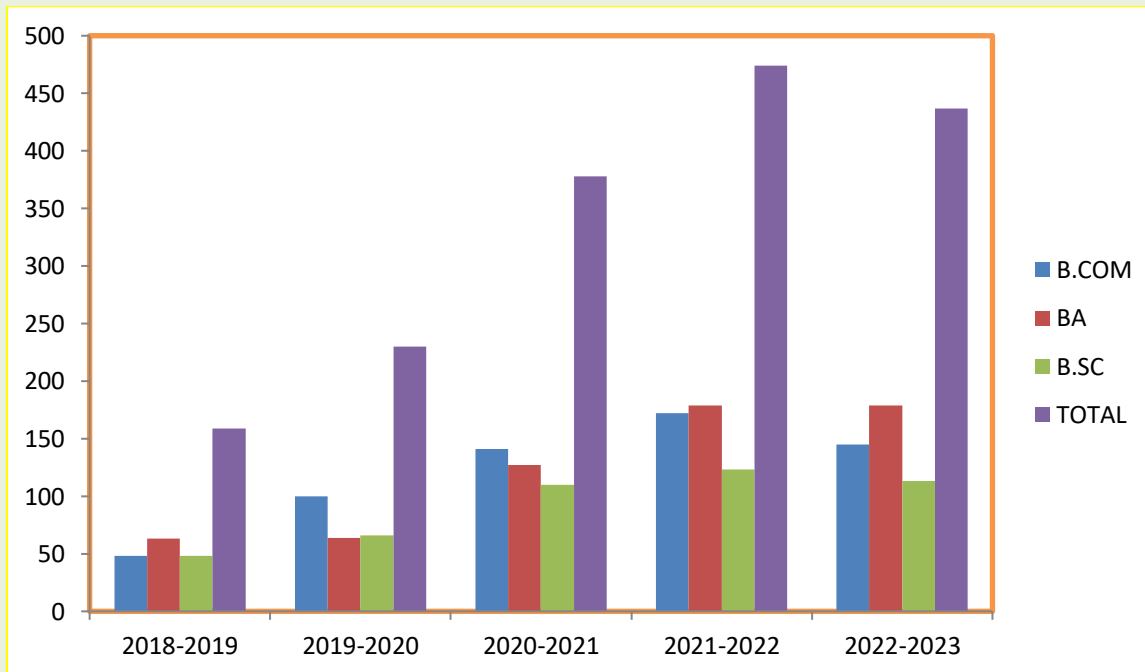
CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMLE%
SC	15	01	16	93.75	6.25
ST	02	NIL	02	100	00
BC	88	22	110	80	20
OTHERS	22	09	31	70.96	29.03
<b>TOTAL</b>	<b>127</b>	<b>32</b>	<b>159</b>	<b>79.87</b>	<b>20.12</b>



The above table and graphs vividly display the enrolment of male and female students across different social categories during the academic years 2018-2023. It is evident that the number of female students admitted has consistently risen across all categories over the years. The highest admissions are observed in the BC category, and the admissions in the others category remain relatively constant. However, through out all the years, the admission count for female students in the SC category is lower than that of male students. Interestingly, in the "Others" category, female admissions either match or exceed the male admissions.

## Programme wise Gender Comparison

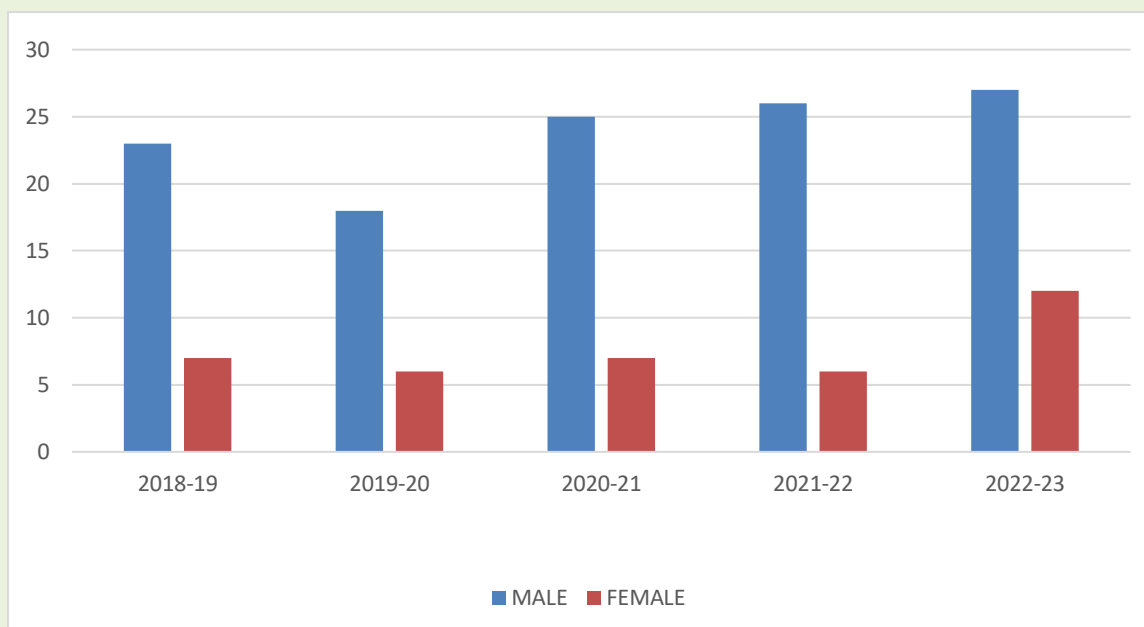
GROUP	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>B.COM</b>	46	02	97	03	132	09	160	12	121	24
<b>BA</b>	40	23	54	10	96	31	134	45	127	52
<b>BSC</b>	41	07	57	09	84	26	91	32	78	35
<b>TOTAL</b>	127	32	208	22	312	66	385	89	326	111



The data indicates noticeable variations in gender distribution within academic groups. In the BCom group, there were fluctuations in male and female strength across different years. Similar variations were observed in the BA group for both genders. And it is evident from the data that in the BSc group, the female strength is consistently greater than or equal to the male strength across all the years. The overall male and female strengths showed varying patterns over the years.

## Gender Comparison in Teaching and Non-Teaching Faculty during last 5 Years

	MALE	FEMALE	TOTAL	MALE%	FEMALE%	RATIO
<b>2018-2019</b>	23	07	30	76.66	23.33	3.28
<b>2019-2020</b>	18	06	24	75	25	3.00
<b>2020-2021</b>	25	07	32	78.12	21.87	3.57
<b>2021-2022</b>	26	06	32	81.25	18.75	4.33
<b>2022-2023</b>	27	12	39	69.23	30.76	22.5



**The data from the past five academic years in Govt. Degree College, RAYACHOTY, reveals a consistent gender disparity among staff members. Male staff consistently dominate the work force, constituting 67.50% to 78.38% of the total. In contrast, female staff account for only 21.62% to 32.50%. The male-to-female ratio varies from 2.08 to 3.63, highlighting the significant imbalance in gender representation.**

### **OBSERVATIONS:**

- **The student enrolment, particularly the female strength, shows a continuous decline.**
- **Students of backward classes have a bigger share in enrolment and followed by SC category.**
- **Female enrolment in BSc programs consistently or exceeds male enrolment.**
- **The engagement of females in NSS activities is progressively on the rise.**
- **Male staff are more than female staff**
- **Male staff consistently hold a majority in the work force, resulting in a significant gender imbalance.**

### **Recommendations:**

- **Organize more number of gender sensitivity programs for all stakeholders.**
- **Encourage the enrolment of female students for higher education.**
- **Skill based training courses and vocational courses specially for female students to be initiated.**
- **Providing of hostel facility for female students.**
- **Conduct of special programmes to encourage parents to eliminate societal barriers hindering the education of their female children.**
- **Organize awareness program on Legal Rights of Women.**
- **Organize more co-curricular and extra-curricular activities for students and staff.**

### **Conclusion:**

**The college has many strengths and some areas that need improvement. By making small changes to the college's values, we can address these areas of weakness. The college is seeing an increase in enrolment of girls from all sections of society, and there are no complaints about gender issues. This is a positive development that will help make the college more sensitive to gender issues. The college conducts many programs for girls to help them build confidence. With a strong commitment to gender justice, the college will certainly make improvements in areas that need it.**

**THANK YOU**