

**PARVATHANENI BRAHMAYYA SIDDHARTHA COLLEGE OF
ARTS & SCIENCE.**

Women Empowerment Committee

GENDER AUDIT 2018-24

P.B.Siddhartha College of Arts & Science creates a respectful and inclusive environment. The **Women Empowerment Committee** is actively working towards fostering a culture of respect and understanding among students. Addressing gender sensitivity and promoting equality is essential for a harmonious coexistence of individuals from diverse backgrounds.

P. B. Siddhartha College of Arts & Science plays a pivotal role in shaping perceptions and attitudes. By integrating discussions on respect, diversity, and gender equity into classroom teachings and campus activities, teachers do their best to influence students' mindsets. Encouraging open dialogues, organizing workshops and implementing policies that promote equality can contribute to a more inclusive atmosphere.

The following areas are covered in this audit report:

1. Gender wise Representation of Students.
2. Gender Sensitization.
3. Women Empowerment.
4. Women Faculty in managerial Roles.
5. Support from management to Women .
6. Infrastructural and other Facilities.

1.0 Gender wise Representation of Students and staff:

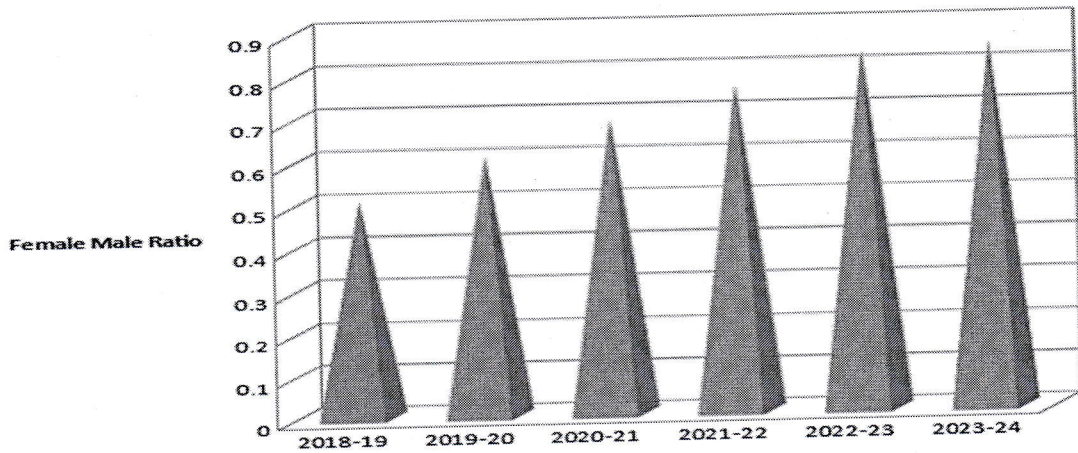
Year	2023-24			2022-23			2021-22			2020-21			2019-20			2018-19		
	UG	PG	Total	UG	PG	Total	UG	PG	Total	UG	PG	Total	UG	PG	Total	UG	PG	Total
Male	1697	221	1918	1722	217	1939	1779	197	1976	1911	172	2083	1850	192	2042	1762	225	1987
Female	1327	309	1636	1305	316	1621	1161	346	1507	1066	364	1430	884	353	1237	733	274	1007
Total	3024	530	3554	3027	533	3560	2940	543	3483	2977	536	3513	2734	545	3279	2495	499	2994

Table 1.1 : Female - Male Ratio:

Year	Female - Male Ratio
2018-19	0.507
2019-20	0.606
2020-21	0.687
2021-22	0.763
2022-23	0.836
2023-24	0.853

A. Kaulka
W E C - Coordinator.

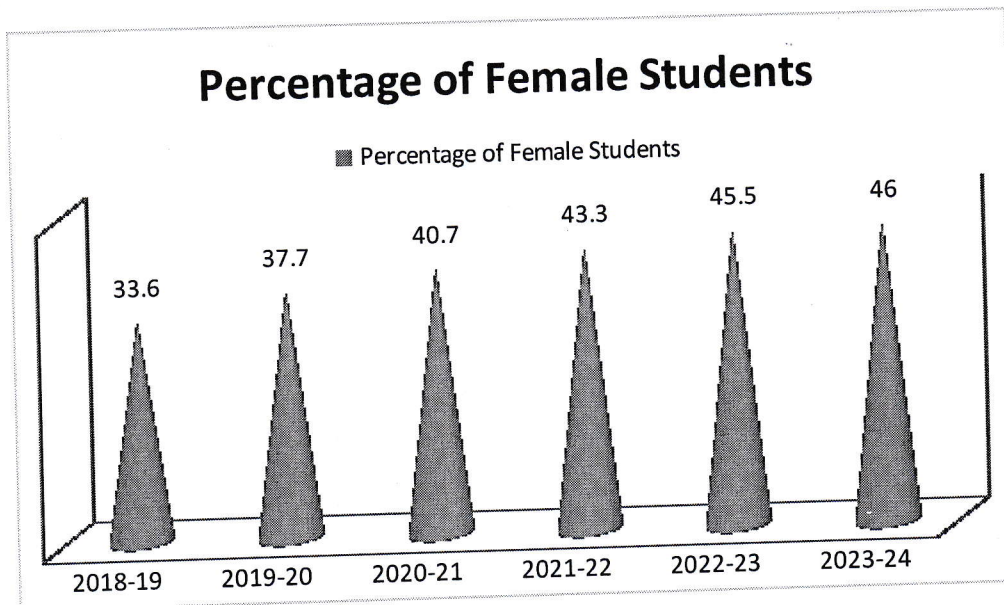
Female Male Ratio 2018-2024



- Altogether the Female - Male Ratio had increased from 0.507 to 0.853 in the last six years beginning from 2018-2019 to 2023-2024 as seen in Table 1.1 above. Currently 17 girls per 20 boys are there now in the college.

Table 1.2: Percentage of Female students:

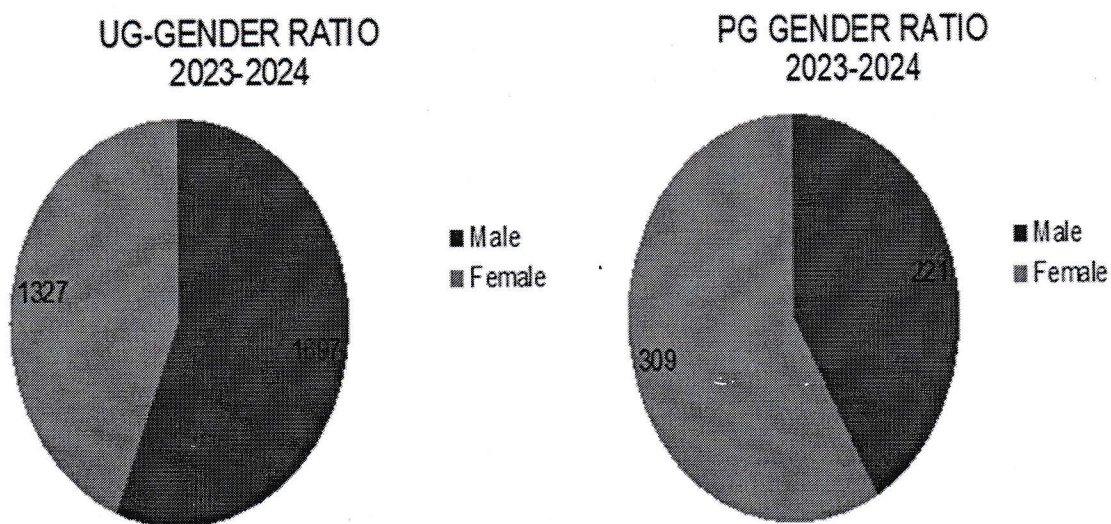
Year	Percentage of Female Students
2018-19	33.6%
2019-20	37.7%
2020-21	40.7%
2021-22	43.3%
2022-23	45.5%
2023-24	46%



- Female Ratio had increased from 33.6% to 46% in the last six years as seen in Table 1.2.

A. Kaurtha
WEC coordinator

- At the undergraduate level, the data for the past five years show that overall, the number of girl students is approximately 40% of the total admitted.



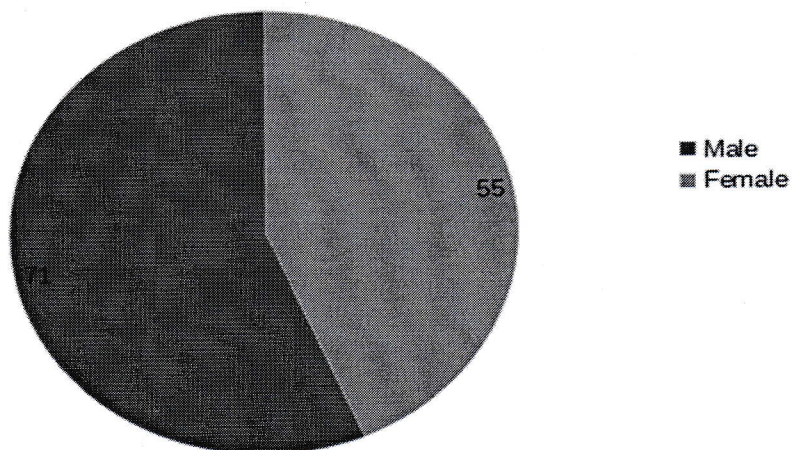
- However, in the PG courses, there is an increase in the ratio of female students where the girls are far outnumbering the boys in all programmes. At times they are 60% more than the boys.
- At the level of policy the College strictly follows the university rules. Large number of girls are taking voluntary admission in the College indicates that it has a reputation of providing a safe environment for girls.

Table 1.3 Male –Female Staff count

Year	2023-24
Male	71
Female	55
Total	126

Male Female Ratio

2023-2024



A. Kaurtha
HEC coordinator

2.0 Gender Sensitization in various aspects:

2.1 Health.

2.2 Self Defense.

2.3 Legal.

2.4 Achieving Sensitization through organizing Activities.

2.1 Health aspect:

- Multiple webinars and guest lectures were conducted to manage stress and improve adolescent health, nutrition and emotional well being.
- Health checkups were done for both the male and female staff and students by Pinnamaneni Siddhartha Medical college Medical Staff and Various other hospitals to detect potential health issues early, allowing for timely intervention and management. They help identify risk factors for diseases, monitored existing health conditions and provided preventive care recommendations. Regular check-ups contribute to better overall health, improved quality of life, and reduced healthcare costs by catching problems before they become severe.

2.2 Self Defense:

Workshop on Self Defense was organized by the women empowerment Committee and NCC 4(A) girls battalion on 06th Jan 2021 in our campus for girl students. A workshop on activism against gender based violence was organized in association with SAFE team.

2.3 Legal aspect:

- International Women's day 2023 was celebrated in the college on by inviting Dr.Sridevi,Pediatrician ,Mr.V.V.Naidu ,DSP Disha Police Station and Dr. Sattaru Rajani ,SplJudge.,Pocso court Vijayawada were invited as guests. Awareness was spread on issues regarding atrocities on children both boys and girls and students were made aware of laws for child welfare.
- Awareness in DISHA app was organized for safety of girls and boys by department of computer science and NSS .

2.4 Achieving Sensitization through Activities organized by various departments:

- ❖ Every academic Year International Women's Day is celebrated in association with social work organizations mainly related to Women issues.
- ❖ P B Siddhartha College has a number of committees like WomenEmpowerment Committee, Women's Club, Literary Club, Good Habits Club , Cultural Committee organised workshops, debates, street plays etc., to sensitize the College community in issues pertaining to environment, women's rights, gender parity and empowerment. A large number of girl students are taking part in these clubs and committees and there is enthusiastic participation by both boys and girls who work together in the various activities. There is a healthy cooperation between the male and female students in all these activities.

A. Kavitha
WEC Coordinator

- ❖ P B Siddhartha College has also inducted several women cadets to its NCC and NSS unit who are regularly recognized for their outstanding contributions.
- ❖ P B Siddhartha College has an active Internal Complaints Committee, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them.

3.0 Women Empowerment:

- Women Empowerment Committee instituted more than a decade ago, is committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality.
- The members of Women Empowerment Committee are:

Name	Role
1.Ms. A.Kavitha	Convener, WEC.
2.Ms. E. Suvarnanjali	Member, WEC.
3.Ms. M.V. Ramana	Member, WEC.
4.Ms. M. Bhadrara	Member, WEC

- Human resource development, and awareness programmes on issues relating to gender discrimination and empowerment are important functions of the Committee. Summer training program was organized in Communication skills, MS Office, web designing tailoring and Fabric Painting to empower women and children in the neighbourhood.
- To empower our students technically Honeywell Company's women empowerment committee came forward to train our faculty and students in AWS.
- The Department of Computer Science, P. B. Siddhartha College of Arts & Science had organized Honeywell Leader's Talk in collaboration with ICT Academy To provide awareness of Networking & Cyber Security. 213 students participated in the training.
- Beautician course was organized for girl students in our college for two academic years .
- Motivational talks were organized to enhance confidence in students.
- Awareness program on Human Rights on account of International Human Rights Day in collaboration with AVM Creations.
- Women's day is celebrated every year to inspire girl students every academic year.

4.0 Women representation in various lead roles:

- There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is at par. The higher administrative staff however shows a very good presence of women.
- Mrs.M Sushma is acting as a member in Convener Committee of Siddhartha Academy General and Technical Education.
- Currently, the College is being served by female leader like Dr. M.Manoranjani who is working as Vice Principal and Head of the Department of Chemistry.
- There are women teachers in all subjects including many in the sciences. Women teachers are also active in all the staff council committees and as staff advisors to the various co-curricular societies.

A. Kavitha
WEC Coordinator

- Dr. Ch. Rohini Kusuma acting as current Staff Association Vice President and commander for NCC 4(A) girls Battalion and two out of three members of the Staff Association are women.
- The College also employs female sanitation staff. Female students are very active in cultural activities and co-curricular committees and are holding key leadership roles in them. Girl students form a significant portion of the core leadership positions of most societies as well as departments.

5.0 Support from management to women :

- Without any gender bias best teacher awards were presented to women achievers Dr.V. Lakshmi Prasannam in the year 2022 and Dr.M.Manoranjani by the Management in the year 2023.
- The management is pleased to announce the implementation of a two-month maternity leave policy, designed to support our employees during a special and important time in their lives. This policy reflects commitment to the well-being of team members, providing mothers with the time they need to recover, bond with their newborns, and transition smoothly into parenthood. This positive step will contribute to a healthier work-life balance, boost employee morale, and foster a supportive and inclusive workplace environment.

Table 5.1 List of Women who were granted Maternity leave.

S.No	Name of the Employee	Designation, Department	Leave Period
1	Mrs.B.Vasanthi	Office assistant cum DEO	16/05/2022- 16/07/2022
2	Mrs.S.Sree Lakshmi	Lab Assistant,Chemistry	28/11/2023-27/01/2024
3	Dr.K.Santha Kumari	Asst Professor,English	12/02/2024-09/04/2024

6.0 Infrastructural and other Facilities:

- In our college premises, facilities like class rooms, toilets and library are adequate for both boys and girls.
- The Girls Hostel is excellent in terms of the architecture, allocation of space, location and facilities and amenities for the girl students. It has adequate ventilation, toilet and laundry facilities and pantry on every floor.
- The Girls Common Room too is clean, well-ventilated, spacious and more than adequate. It provides a welcome space for girl students in the college premises. Security is provided round the clock through security guards and CCTV cameras has further enabled the College to achieve this goal.
- We have a health centre nearby to take care of students with minor health issues.
- Support is provided for our students to meet their menstrual needs.
- The College provides facilities to its students for many sports. The students can play basketball, badminton, table tennis, volley ball, Quo Quo, Kabaddi, and chess on the college premises. Every year competitions are conducted for girl students to encourage them. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to engage girls in sport. Our girls can go to use the gym which has state of the art equipment.

A. Kanitha
WEC Co-ordinators

In conclusion, while the organization has made commendable strides towards gender equity, there is still work to be done.

Observations :

- ❖ Support for girl students is commendable and should be sustained. Continued efforts to enhance and expand these initiatives will further empower girl students, fostering an inclusive and supportive learning environment that promotes their academic and personal growth.
- ❖ The balanced representation of male and female students suggests that efforts to promote inclusivity and equal opportunities have been effective and should continue.
- ❖ The college has successfully conducted a substantial number of health awareness programs, demonstrating a proactive commitment to the well-being of students.
- ❖ While several programs have been organized to empower women, there remains a need to increase the frequency and variety of such initiatives. Expanding these efforts will further enhance women's skills, confidence, and leadership capabilities, fostering a more supportive and empowering environment for all female students.
- ❖ The active participation and leadership roles undertaken by women faculty members are highly commendable. Their contributions not only enrich the academic environment but also serve as inspiring examples of leadership and excellence. Continuing to support and elevate women in these roles will further strengthen the institution's commitment to gender equality and professional growth.

By implementing Targeted Training Programs establishing robust monitoring and evaluation mechanisms to track progress on gender equity initiatives, ensuring accountability and transparency and conducting regular reviews of organizational policies and practices to ensure they align with best practices in gender equity and respond to the evolving needs of the workforce to create a more equitable and inclusive environment that supports the growth and development of all employees, regardless of gender. This commitment not only enhances our organizational culture but also strengthens our overall performance and reputation as a leader in diversity and inclusion.

Moving forward, the committee should prioritize gender equity and maintain open dialogue with employees to foster a workplace where everyone can thrive and contribute to our shared success.

A. Kaultha
WEC coordinator.

Table : Activities towards Wellness for Adolescents

S. No	Title of the program	Period	Participants		Outcome
			Female	Male	
1	Guest Lecture on Wellness for Adolescents ,girl hygiene	1 Day 26/12/2019	72	nil	Awareness was increased among adolescents and stakeholders about the determinants of adolescent health such as nutrition, reproductive health, mental health. Interaction lead to clarifications regarding their gyenic issues.
2	World Aids Day	01/12/2020	67	57	Awareness amongst students and neighborhood that it does not spread but how to be alert not to be infected.
3	Webinar on Wellness for adolescents	1 Day 2nd Jan 2021	178	22	Awareness among adolescents about the determinants of adolescent health.
4	Cancer Awareness Program	04/02/2021	72	43	Awareness to students regarding cancer which is spreading to take care not to fall prey for it.
5	Webinar on Stress management and Resilience living	1 day 15th June 2021	76	37	Gained awareness to handle difficult circumstances and improve mental health thereby leading to productivity in work.
6	Webinar on Nutrition the best way to improve Immunity	1 Day 15th July 2021	55	10	Audience identified Measures and food to be taken to boost up their immunity
7	Webinar on Balanced Diet :the key to master your metabolism	1 Day 12/08/2021	45	35	Promote a balanced diet to optimize metabolic health and overall well-being.
8	Guest lecture on Emotional Quotient and its importance in Success	1 Day 16th Nov 2021	74	62	Good physical and mental health were improvised

A. Kaurtha
KIEC Coordinator

Table : Programs for equipping with defending skills

S. No	Title of the program	Period	Participants		Outcome
			Female	Male	
09	Workshop on Self defense in association with Jhansi Lakshmi Defense Academy, Khammam	1 Day 6/1/2020	110	nil	Equip students to protect themselves

Table : Activities for rising the status of the women

S.No	Title of the program	Period	Participants		
			Female	Male	Outcome
10	Rally to save Girl Child	1 Day	45	15	Lead to the girl population growth.
11	International Women's Day	1 Day 08-03-2020	81	nil	Empower girls for a better living
12	International Women's Day in collaboration with Top Gear Events	1 Day 08-03-2021	123	65	Inspired girls and boys
13	Awareness program on Human Rights on account of International Human Rights Day in collaboration with AVM Creations	09-12-2021	120	80	Educate and empower individuals to understand and advocate for their human rights.
14	Motivational talk on gender equity on account of International Women's Day in collaboration with AVM Creations	08-03-2022	134	52	How to achieve gender equity
15	Volunteers in SAFE Organization	10-10-2022	15	10	Empower participants to effectively advocate against gender-based violence.

A. Karthika
WEC - coordinator

16	Workshop on activism against gender based violence in collaboration with SAFE	05-12-2022	70	39	Promote awareness on Women related issues
S.No	Title of the program	Period	Participants		Outcome
			Female	Male	
17	Awareness on DISHA App	04/03/2023	57	43	<ul style="list-style-type: none"> ▪ Students were able to know the importance of installing disha app ▪ Learned the safety measures to be taken while travelling alone
18	International Human Rights Day 2022	11/12/2022	111	65	<ul style="list-style-type: none"> ▪ Confidence levels of the students will be boosted. ▪ Better understanding of learning process is being achieved
19	International Women's Day 2023	08-03-2023	112	43	Empower women, Honor , celebrate the achievements and contributions of women .
20	International Women's Day 2024	08-03-2024	78	51	Create awareness on women related issues and inspired them to stay strong in future.

Table : Activities to bring awareness on Gender Equity

S. No	Title of the program	Period	Participants		Outcome
			Female	Male	
21	Vegetable Carving by Girls	1 Day 08-03-2020	21	nil	Showcased their talent and increase their confidence levels
22	Nutritional Food Dishes by Girls	1 Day 08-03-2020	18	nil	Showcased their talent and increase their confidence levels
23	Best out of Waste by Girls	1 Day 08-03-2020	16	nil	Showcased their talent and increase their confidence levels

A Kautika
NEC coordinator

24	Singing competition on account of International Women's day	05-03-2020	4	3	Promoted awareness and action towards achieving gender equity
25	Poster Presentation on Gender Equity	1 day 11/12/2021	60	15	Promoted awareness and action towards achieving gender equity.
26	Essay Writing competition on Gender Equity	1 day 11/12/2021	60	15	Promote awareness and action towards achieving gender equity.
27	Singing on gender Equity	1 day 11/12/2021	3	2	Promoted awareness and action towards achieving gender equity.
28	Elocution on gender Equity	1 day 11/12/2021	4	3	Promoted awareness and action towards achieving gender equity.
29	Poster Presentation on gender equity	1 day 16/11/2022	3	5	Promoted awareness and action towards achieving gender equity.
30	Cartooning competition on gender equity	1 day 16/11/2022	5	2	Promoted awareness and action towards achieving gender equity.

Table : Programmes Executed for Women Empowerment

S. No	Title of the program	Period	Participants		Outcome
			Female	Male	
31	Spoken English -Summer training	22-04-2019	19	7	Neighbourhood activity for women and children to enhance communication skills in English
32	Tailoring-summer training	22-04-2019	20	nil	Neighbourhood activity for women and children to empower women for their economic growth
33	MS-Office & Web Designing	22-04-2019	35	9	Neighbourhood activity to train women and children for office jobs
34	Beautician Course	2019 45 days	117	nil	Skill was developed among students to take beauty related care of themselves on their own .
35	AWS Global Certification Training (AWS Certified Cloud Practitioner)	2022-2023	48	nil	Women were empowered with specialized technical skills and certifications for career advancement and opportunities in technology fields like AWS.
36	Invitation Talk on Self Grooming and Fly abroad	1 Day 16-07-2022	86	59	Students were inspired to be confident and learned to showcase themselves through self-grooming

A. Karitha
WE C coordinator.



37	Beautician Course	04-07-2022 to 28-09-22 (45 days)	116	nil	Individuals were equipped with professional skills and knowledge for a successful career in beauty or personal care thereby saving their money.
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Table : Activities for Promoting Cultural harmony

S. No	Title of the program	Period	Participants		Outcome
			Female	Male	
38	Semi Christmas Celebrations	1 Day 23-12-2019	69	68	Unity in Diversity among students from various backgrounds
39	Sankranthi Sambaraalu	1 Day 11-01-2019	157	80	Awareness on the customs followed during Sankranthi
	Rangoli Competition	11-01-2021	48	-	Unity in Diversity among students from various backgrounds
40	Ethnic Day Celebrations	1 Day 13-02-2020	52	45	Vibrant celebration of cultural diversity, showcasing traditional attire, music, and dance from various ethnic backgrounds.

A. Kaultha
WEC - Coordinator

Audit of the Gender Audit was done on 18th March 2024. A total of six staff members participated in the process.

Name	Role	Signature
1. Dr. Meka Ramesh	Principal	
2. Mr. Vemuri Babu Rao	Director	
3. Ms. A. Kavitha	Convener, WEC.	A. Kavitha
4. Ms. E. Suvarnanjali	Member, WEC.	E. Suvarnanjali
5. Ms. M. V. Ramana	Member, WEC.	M. V. Ramana
6. Ms. M. Bhadrara	Member, WEC	Bhara

The information furnished above is verified and found correct.

S. Kalpa

Principal
Sri Durga Malleswara
Siddhartha Mahila Kalasala
VIJAYAWADA