

# Gender Audit Report

## 2021-2022



**NIZAM COLLEGE (Osmania University)**  
**Basheer Bagh, Hyderabad, Pin-500001,**  
**Telangana, India**

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## PRINCIPAL'S MESSAGE

Nizam College regards diversity and gender equality as essential values that must be respected. In keeping with its mission to further these ideals, our college undertook a gender audit to evaluate its compliance with gender equality principles and pinpoint areas in need of development.

This Gender Audit Report evaluates Nizam College's organizational culture, practices, and policies concerning gender equality and inclusion. The audit objectives are to pinpoint current inadequacies, potential development areas, and suggestions for advancing gender equality and fostering an inclusive atmosphere. Nizam College displays its dedication to promoting diversity, equity, and inclusivity by carrying out this audit.

Nizam College believes in advancing gender equality and inclusivity in as many areas as possible. We aim to put the suggestions into practice and build a more inclusive and fair work environment where all employees and students may succeed and contribute to institutional and individual success. Nizam College can measure its progress toward attaining gender equality goals and continuously improve its procedures via frequent monitoring and evaluation.

Nizam College has a Gender Equity Policy to ensure that critical thinking, re-thinking, and awareness are spread to educate all the stakeholders, particularly the students who as torch bearers will bring many reforms in their homes, places of study, workplaces, and the society at large.



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## ABOUT THE COLLEGE

Established in 1887 by the amalgamation of Hyderabad School and the Madarsa-i-Aliya, Nizam College is one of the oldest and most esteemed institutions of higher education in South India. It was affiliated with the University of Madras for 60 years after its inception and was made a Constituent College of Osmania University on 19th February 1947.

Nizam College offers both undergraduate and postgraduate courses in the Faculties of Arts, Social Sciences, Commerce, and Sciences in addition to professional courses such as MBA, MCA, M.Sc. (IS) and BCA. Several of our students are also pursuing doctoral and postdoctoral research. The college received the status of the College with Potential for Excellence both under the X Plan and the XI Plan period. The College was accredited by NAAC in March 2019 with a 'B++' grade with a CGPA of 2.92.

The Placement Centre organizes on-campus recruitments involving industries and MNCs like Wipro, Infosys, Cognizant, Satyam, Nipuna, GE, etc. totaling more than 25 to 50 reputed companies visit the college every year. Students come from a wide range of social status and different regions which creates a healthy atmosphere and an ambience of a global community with rich cultural exchange. Nizam College is foremost in the preference of students from various Asian and African countries. Foreign students constitute 25% of the total strength of the college.

## VISION AND MISSION

### Vision

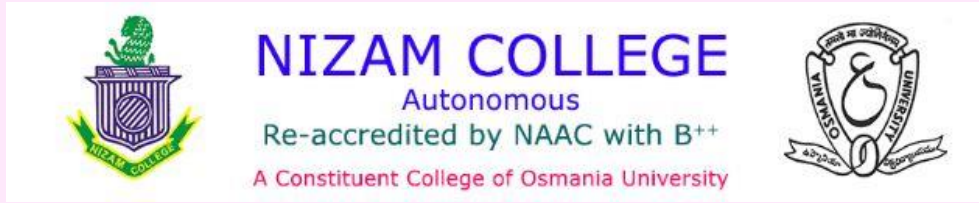
To continue as a centre of excellence in education and research and consolidate our position as a reputed Institution of Higher Education.

### Mission

To build across the college a culture of excellence in teaching and learning, attract both global and national students, and mould them into responsible future citizens through various support activities.

### Core Values

- Provide the students with a teaching-learning experience that develops in them the capacities for creativity, critical judgment, effective communication, and in-depth knowledge.
- Enhance interaction with industry/ business /academic in teaching programs through guest lectures, seminars, adjunct faculty programs, and industrial/business/academic internships for students.
- Ensure effective evaluation of teaching/ learning curricula and co-curricular opportunities for students and teachers.
- Provide incentives to teachers/learners for research and consultancy.
- To develop an environment-friendly campus.
- Create innovators, leaders, and entrepreneurs.
- Achieve excellence in application-oriented research in different areas to contribute to the development of the region and the nation.
- Promote co-curricular activities for the overall personality development of the students.
- Develop responsible citizenship through awareness and acceptance of value-based education.
- Provide efficient administration and responsive support for all activities of the college.
- Provide remedial courses to preferentially admitted students and special attention to the Divyangjan students.
- Ensure Gender Equity
- Build alumni, family, and friends to create a network of allegiance and support for the college.



## OBJECTIVES OF THE GENDER AUDIT:

- Being committed to gender equality.
- To uphold rights based on gender, prohibit gender injustice, and promote women's empowerment.
- Establishing an environment that is considerate of gender differences.
- Ensuring that no discrimination occurs and that all women have equal opportunities.
- Develop strategies to stop and address discrimination and violence against women.
- Ensuring that this policy is properly applied, both in word and spirit.

**Beti Bachao, Beti Padhao** -- 'Save the Girl Child, Educate the Girl Child' scheme aims to educate citizens against gender bias improve the efficacy of welfare services for girls, and encourage girls to pursue higher education and claim their rightful space in all spheres of life.

**Gender Awareness:** One is not born a woman but is made a woman said Simone De Beauvoir. She contends that societal norms, expectations, and cultural influences play a significant role in shaping what it means to be a woman. Gender identity is not solely determined by biology but is constructed through socialization.

The goal of raising gender awareness is to encourage and promote a general understanding of issues related to gender, such as the gender pay gap and violence against women. Additionally, it seeks to demonstrate how norms and values shape our reality, support the systems that give rise to inequality and perpetuate stereotypes.

Raising gender awareness is crucial to educating both men and women about gender equality, the advantages of a more gender-equal society, and the negative effects of gender inequality. Raising awareness, for instance, of the significant negative effects of gender inequality, such as the fact that women are more likely to experience poverty, and the demonstrated economic benefits of advancing gender equality, such as the GDP's robust positive impact and higher employment levels.



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## ORDERS

The following faculty and students are appointed as members for the Gender Audit Committee

<b>S. No</b>	<b>Name</b>	<b>Designation</b>
1.	B. Narayana	Chairman and Principal, Nizam College
2.	Dr. C V Ranjani	Co-ordinator
3.	Dr. Parmila Kulakarni	Member
4.	Dr. Melisa Helan	Member
5.	Dr. Chand Pasha	Member
6.	Dr. M. Radhika	Member
7.	Mrs. Sravanthi	Member
8.	Dr. Humera Nazmeen	Member
9.	Mrs. D. Deepika	Member
10.	Dr. B. Radha Krishna	Member
11.	Mr. B. Kumar	Member
12.	Mr. Sujith (student)	Member
13.	Ms. B. Priyanka (student)	Member



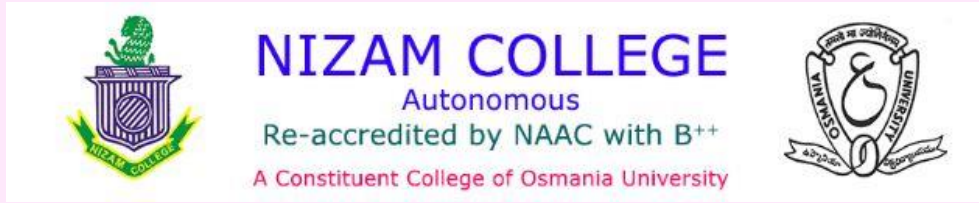
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10	Dr. B. Radha Krishna	Member	
11	Mr. B. Kumar	Member	
12	Mr. Sujith (student)	Member	
13	Ms. B. Priyanka (student)	Member	





## GENDER POLICY

One of the most important steps in achieving gender equality is to create a safe space free from symbols of injustice and violence against women. This policy covers any act of unfairness, hostility, discrimination, or insensitivity toward any female employee or student at the organization about committee membership, approval of leaves, enrollment and admissions processes, curriculum, assessment, participation in events and programs, research, use of resources and facilities, training, etc.

### Objectives of Gender Equity Policy:

- To raise awareness of the many government policies and assistance programs for female college employees and students.
- To encourage women's empowerment, inclusivity, harmony, and tolerance among the faculty and staff.
- To give back to society by organizing events such as blood donation camps for girls students, raising awareness of AIDS, and female foeticide.
- To encourage female students to participate in health, nutrition, self-defense, and entrepreneurial activities.
- To provide workshops for female students on job development, hotel safety and security, and cybercrime.
- To hold workshops that encourage gender-sensitive communication and diversity for both staff and students.
- To establish mentorship programs in higher education where staff and students can seek guidance on gender-related concerns.
- To keep an eye on and assess implementation methods and their aftermaths.
- To regularly carry out staff and student awareness-raising events.



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## Campus Gender Audit Survey

**Nizam College Gender Audit has been done on the following important parameters:**

**1. The strength of the girl students in the last two years**

1526

**2. The women staff members in the last two years.**

157

**3. Welfare policies for women staff:**

- Women are given equal pay along with their male counterparts.
- Childcare Leave for women.
- Maternity leave for women.
- Special Casual leave for women

**4. Women in responsible positions**

Several women faculty are in responsible positions. In fact, in the history of this 135-year-old college we have a lady faculty as the Vice- Principal of this College and the Deputy Registrar also is a lady, Controller of Exams is a lady, Academic Coordinator is a lady.

## Women in Responsible Positions

S.NO	Name	Designation	Department
1.	Dr. C. V. Ranjani,	Vice Principal, NC	Commerce
2.	Dr. S. Renuka	Controller of Examinations	Mathematics
3.	Dr. M. Radhika	Academic coordinator	Chemistry
4.	Dr. P. Hima Bindu	IQAC Coordinator	Physics
5.	Dr. Parimala Kulakarni	Women Empowerment cell Coordinator	English
6.	Dr. Melissa Helan	ICC Coordinator	English
7.	Mrs. S. Sravanthi Reddy	Placement Officer cell	Informatics
8.	Mrs. A. Lakshmi	Self-defense Coordinator	Marketing
9.	Dr. A. Manjula	NSS Coordinator	Commerce
10.	Mrs. D. Mahija	IQAC Assistant. Coordinator	Physics
10.	Ms. N. Pravalika	Alumni Coordinator	Business Management
11.	Dr. P. Shailaja	Ladies Hostel Warden (O.U)	Public administration
12.	Ms. A. Swathi	HOD of Marketing	Marketing
13.	Ms. S. Swapna Jyothi	HOD of Psychology	Psychology
14.	Dr. Vinita pandey	HOD of Sociology	Sociology
15.	Dr. Sandhya Jagtap	HOD of Genetics	Genetics
16.	Ms. Deepika	HOD of Biotechnology	Biotechnology
17.	Dr. Asma Begum	HOD of Persian	Persian
18.	Dr. B. Madhavi	HOD of Zoology	Zoology
19.	Dr. Ch. Lakshmi Sujatha	HOD of Statistics	Statistics
20.	Dr. Savithri	HOD of Economics	Economics
21.	Ms. Humera Shaziya	HOD of Informatics	Informatics
22.	Dr. Sai Bhavani	HOD of Environmental science	Environmental science
23.	Ms. Nikhatt Unnisa	Academic Superintendent	Academic Section
24.	Ms. Aswini	Librarian	Library
25.	Dr. Hemalatha	Lab Supervisor	Chemistry & Zoology

## 5. Women Empowerment Cell:

Organizes awareness programs for women from free health check-ups to other awareness programs.



## 6. Self-defense courses

Women Empowerment Cell facilitates the running of self –defence courses for girl students for which they are given credits. 60 students enrolled in the course and completed.



<i>Out of Enrollment List, students who secured 2 credits under Self defense course</i>						
1st YEAR ( 2 Semester)						
Sl.No	RollNo	Name of the student	Course	Attended class	Total class	Percentage secured
1	1009-22-861-091	Misba Fathima	BCA	28	29	
2	1009-22-171-024	Krishna Priya	BA (PSM)	29	29	
3	1009-22-171-015	Y.Jahnavi	BA (PSM)	25	29	
4	1009-22-161-011	Y.Kavya Sri	BA (EPP)	26	29	
5	1009-22-171-006	K.Roja	BA (PSM)	27	29	
6	1009-22-861-096	P.Sumanjali	BCA	24	29	
7	1009-22-161-016	Sri Vaishnavi	BA (EPP)	25	29	
8	1009-22-171-010	K.Rakshitha	BA (PSM)	24	29	
9	1009-22-171-008	Jabeen	BA (PSM)	26	29	
10	1009-22-161-019	Asma	BA (EPP)	24	29	
11	1009-22-175-008	Taiyaba Fatima	BA(PEM)	27	29	
12	1009-22-175-023	Amreen Mahjabeen	BA(PEM)	25	29	
13	1009-22-175-001	Noorain Joseph	BA(PEM)	23	29	
14	1009-22-171-004	Sara Yousuf	BA (PSM)	25	29	
15	1009-22-161-032	N.Pravalika	BA (EPP)	22	29	
16	1009-22-161-027	PSrivalli	BA (EPP)	24	29	
17	1009-22-169-006	B.Poojitha	BA(PSP)	25	29	

<i>Out of Enrollment List, students who secured 2 credits under Self defense course</i>						
2nd YEAR ( 4 Semester)						
Sl.No	RollNo	Name of the student	Course	Attended class	Total class	Percentage secured
1	1009-21-174-002	Urma Fatima	BA(PEP)	28	29	
2	1009-21-175-012	K.Rakshitha	BA(PEM)	27	29	

<i>Out of Enrollment List, students who secured 2 credits under Self defense course</i>						
3rd YEAR ( 6 Semester)						
1	1009-20-175-005	Anushka Shukla	BA(PEM)	28	29	
2	1009-20-175-007	Bandela Padma sree	BA(PEM)	27	29	
3	1009-20-121-005	Tholakoppula Shirisha	BSC(BZC)	29	29	

## 7. Ladies Common Room and gym facility for ladies/girl students

- A Ladies' Common Room allows female students a place to relax, study, and have informal discussions during their free time.
- Separate timings for using the Gym facilities allow girls and women staff to use the gym.

## 8. Improvement in the facilities for girls

- Girls Hostel was constructed on the Campus.
- Under a special University grant, WEC was able to get permission and revenue sanctioned for the construction of New Toilet Blocks for female students.



**9. Inclusivity of Trans-genders**

Provision for separate washrooms for trans-genders on the campus and awareness programs.

**10. Encouraging girls in sports and Games and other competitions**

The number of girls participating in sports and other competitions and their participation in academic and other activities is ample evidence of gender equity.

**11. Internal Complaints Committee:**

The College has an Internal Complaints Committee headed by a senior lady faculty to investigate complaints of any kind of harassment. After a thorough investigation upon receiving the complaint, appropriate disciplinary and punitive measures are taken against the guilty.

**12. Grievance Redressal Cell:** The presence of the Grievance Redressal Committee also ensures that girls students have access to lodge any complaints that are not related to sexual harassment.

**13. Anti-Ragging Committee:** An active Anti-Ragging Committee ensures that girls students have access to complain about possible instances of ragging.

## **BEST PRACTICES**

- To make young boys' and girls' gender-sensitive and create positive values that support their rights.
- To provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, poster-making competitions, etc.
- To provide an integrated and interdisciplinary approach to understanding the social and cultural constructions of gender that shape the experiences of women and men in society.
- To generate awareness regarding equality in law, social system, and democratic activities.
- To bring a definite orientation in the thinking, practices, and approach of students concerning gender issues so that the stereotypical mindset of men and women about their unequal entities can be changed.
- To create self-confidence, self-dignity, and self-respect among girl students

## **SUGGESTIONS**

- Workshops on challenging gender stereotypes and representation in media
- Medical Camps for Women on the College premises.
- Improve facilities for girls.
- Gender sensitization workshops must be conducted for security personnel deployed on campus.
- The college should introduce self-employment training in different subjects.
- Relaxation facilities for female staff
- More female students be encouraged to participate in sports and to contest for college-level leadership positions.
- Increase the number of female staff in decision-making bodies.
- Organize awareness programs on the Legal Rights of Women
- The college should continue its reputation of being a safe environment for women and retain its gender sensitive culture.