

Gender Audit Report

2022-2023



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

GENDER EQUITY POSTER

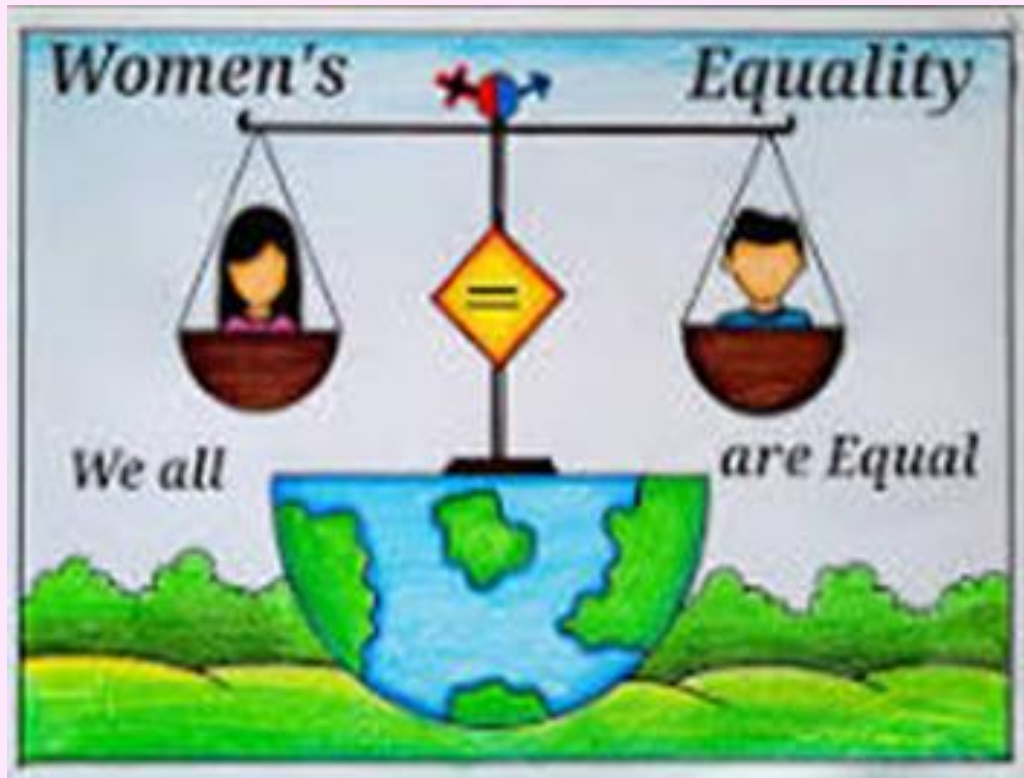
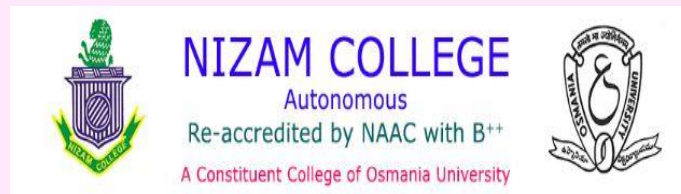


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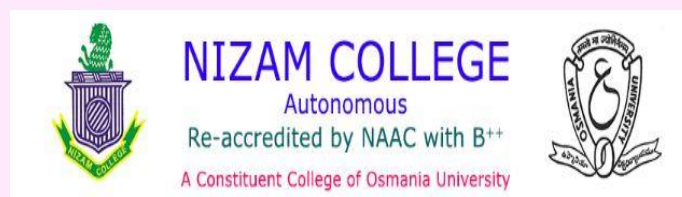
PRINCIPAL'S MESSAGE

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.



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:

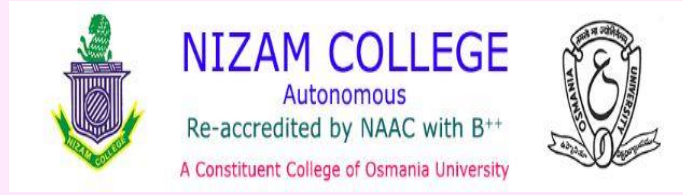
- Being committed to gender equality.
- To uphold rights based on gender, prohibit gender injustice, and promote women's empowerment.
- Establishing an environment that is considerate of gender differences.
- Ensuring that no discrimination occurs and that all women have equal opportunities.
- Developing 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.

Social Construction of Gender: 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.

Though the original consolidation of ideas on women's suppression came from Simone de Beauvoir in the early 20th century, we have seen that these ideas on women's emancipation have been adapted and nurtured by many thinkers, policymakers, and social reformers who have been constantly striving for the uplifting of women especially. Today in the contemporary world, the concept of women's empowerment is the backbone of society. However, the field of gender studies has been, and it is still a growing field, constantly transforming itself as more trans and gender non-conforming experiences come forward to challenge the dominant norm.

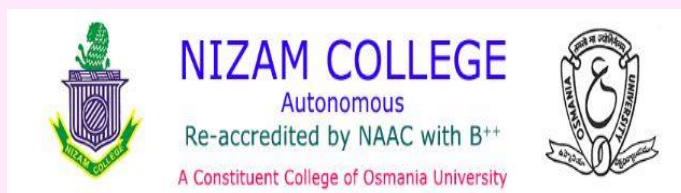
However, reaching more general objectives concerning social justice and gender equality requires gender equity. It necessitates a dedication to tearing down structural obstacles and establishing an atmosphere in which everyone may prosper and make an equal contribution to society. By implementing policies, educating the public, and fostering cultural change, organizations, governments, and communities can all contribute significantly to the promotion and maintenance of gender parity.



ORDERS

The following faculty and students are appointed as members of the Gender Audit Committee for the year 2022 - 23

S.No	Name	Designation
1.	Prof. B. Bhima	Chairman and Principal, Nizam College
2.	Dr. Parimala Kulakarni	Co-ordinator
3.	Dr. Chand Pasha	Member
4.	Dr. M. Radhika	Member
5.	Mrs. Sravanthi	Member
6.	Mrs S. Swapna Jyothi	Member
7.	Dr. Manjula	Member
8.	Dr. Ch. Venkateshwarlu	Member
9.	Mr. D. Sudharshan	Member
10.	Dr. V. Naveen Reddy	Member
11.	Dr. C. Satyavathi	Member
12.	Mrs. A. Lakshmi	Member
13.	Ms. Leona (student)	Member
14.	Mr. Aryan (student)	Member



Gender Audit Committee

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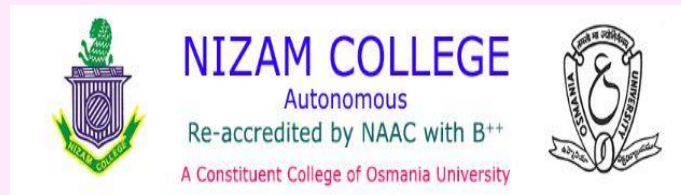
GENDER POLICY

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 concerning committee membership, approval of leaves, enrolment 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, female foeticide, transgender issues, etc.
- To encourage female students to participate in health, nutrition, self-defence programs, 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.

To ensure that the objectives of this policy, the Institute will undertake a Gender Audit.



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 year

1524

2. The women staff members in the last year.

148

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 136-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. B. Jyothi	Controller of Examinations	Zoology
3.	Dr. S. Renuka	Academic coordinator	Mathematics
4.	Ms. A. Lakshmi	Girls Hostel Warden	Marketing
5.	Mrs. S. Sravanthi Reddy	Women Empowerment cell Coordinator	English
6.	Dr. Melissa Helan	ICC Coordinator	English
7.	Ms. Shirley Grace	Placement Officer cell	Informatics
8.	Ms. A. Swathi	Self-defiance Coordinator	Marketing
9.	Dr. A. Manjula	NSS Coordinator Unit – I	Commerce
10.	Ms. G. Kavitha	HOD of Informatics	Informatics
11.	Ms. Humera Shaziya	Alumni Coordinator	Informatics
12.	Ms. S. Swapna Jyothi	HOD of Psychology	Psychology
13.	Dr. Sandhya Jagtap	HOD of Genetics	Genetics
14.	Dr. Padmaja	HOD of Zoology	Zoology
15.	Dr. Ch. Lakshmi Sujatha	HOD of Statistics	Statistics
16.	Dr. Savithri	HOD of Economics	Economics
17.	Dr. B. Madhavi	Literacy Club	Business Management
18.	Dr. Y. Hemasri	HOD of Chemistry	Chemistry
19.	Dr. Manju	HOD of Environmental science	Environmental science
20.	Ms. Nikath Uneesa	Academic Superintendent	Academic Section
21.	Ms. Aswini	Librarian	Library
22.	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.

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 girl 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 Girls 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.

Menstrual Awareness Program and Pad Distribution



NIZAM COLLEGE

Autonomous
Re-accredited by NAAC with B++



WOMEN EMPOWERMENT CELL

In collaboration with



Organizes

Menstrual Hygiene Campaign

- Awareness session
- Distribution of sanitary pads
- Questionnaire Session

Venue :

Women Empowerment Cell

Centenary block - 1st floor

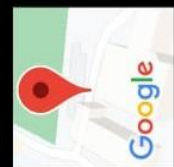
Date :06/01/2023

Timings : 11am -1 Pm


Self Defense Courses




5-9-536, Gun Foundry,
Basheer Bagh, Hyderabad,
Telangana 500001, India
10 Aug 2022 03:14 PM



Medical Camp for All Employees 02-03-2023



NIZAM COLLEGE
Re-accredited with NAAC B++
(A constituent college of Osmania University)



HEALTH CAMP

invites


Dr. Farhat, Gynaecologist
Dr. Shabana MBBS, MD
Dr. Naseem MBBS, MD
Dr. Jafar MBBS, MD
Dr. Muzammil, Dentist
Dr. Iftaqr, Eye specialist
Dr. Noor, Ophthalmologist
Dr. Ayesha, Physiotherapist
Dr. Juwairiya, General Physician
Dr. Ayesha, General Physician

Free mega medical health checkup camp

March 2nd 2023
10:00 am - 1:30 pm

Centenary block, Auditorium

Women Empowerment Cell Health Camp Coordinator
Mrs. A Lakshmi, coordinator Dr. Melisa Helen




Awareness Session on Health and Nutrition



Best Practices

1. The college authority has supported the seminars and workshops conducted by the various Departments on women's issues.
3. The college has regularly supported women employees in terms of granting them maternity leave or childcare leave.
4. The college has an Internal Complaints Committee which is very active.
5. The general environment is gender friendly as there is no case of discrimination emerged from the survey
6. The institute is proud of a dedicated, easily approachable faculty who aid the students, as a result of which there are no barriers to their educational progress due to their sex.
7. Gender-friendly environment within the classrooms.
7. The Mentoring system followed within the Departments has helped in making the environment enabling to progression in higher education.

Suggestions:

- It was suggested that more programs spreading awareness of women's entrepreneurship be organized.
- Workshops on women's health need to be organized.
- Lectures on Cyber security measures for women to be arranged.
- Relaxation facilities for female staff should be added.
- Women need some rest facilities at certain sensitive periods.
- Some support to sustain long hours of physically strenuous work.
- College should introduce self-employment training in different subjects.