



ISO 9001-2015 CERTIFIED

NAAC 'A' GRADE CYCLE 3

KAKARAPARTI BHAVANARAYANA COLLEGE

(Sponsored by S.K.P.V.V. Hindu High Schools' Committee)

(AUTONOMOUS)

Kothapeta, Vijayawada - 520001

3.5 Star Rating in Innovations & Start-Ups by MoE



UGC- WOMEN'S STUDIES CENTRE GENDER AUDIT REPORT

2018 - 19 to 2022 - 23

**"KBN Equality Check:
Gender Audit Report"**



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College Vision

- To reach the state of perfection through an ardent academic desire for excellence.
- To bestow sincere and dedicated efforts to the cause of education.
- To orient the student towards service through creative, constant, consistent involvement in the society.

College Mission

- To produce knowledgeable, responsible, skilled, cultured, confident and competent citizens of India with a desire to develop its progress and development. These students coming out of the portals of the institution shall have the abilities such as learning to know, learning to do, learning to live and learning to be a responsible citizen.

About College

Kakaraparti Bhavanarayana College is truly a dream come true for many, especially for those who are residing in the old town of Vijayawada. The long cherished dream has been realized through the benevolence of Danaseela, Purapramukha and Vidya-Poshaka Sri Kakaraparti Bhavanarayana Shresthi. The foundation stone of the college was laid on 6th November, 1964 by Sri Kasu Brahmananda Reddy, the then Chief Minister of Andhra Pradesh. The college was constructed on 4.11 acres of land of the S.K.P.V.V. Hindu High Schools' Committee. It commenced functioning fully ever since July, 1965. The college had a humble beginning with 278 students and a devoted staff of just nineteen under the visionary leadership of the Founder Principal Sri S. Sundaram.

The infrastructure of the college is admirable. The college has a state of the art library with a digital library and a spacious reading room. The college is embellished with expansive playgrounds and a well-equipped Gymnasium. The college is also endowed with an elegantly designed open air theatre, Kalanikethan with an open gallery and a seating capacity of 2500, which is one of the spectacular features of the college. Our college emblem symbolizes the noble ideals for which our institution stands. The sunrays, the book and the burning lamp, all represent the divine attributes which aim at dispelling darkness and spreading light. The motto "Thejasvina Vadhitamastu" a part of our daily prayer, truly expresses our pious wish. "Let the Divine Deity help us to carry on our "Adhyayana" that bestows luster on us both.

Ever since its inception in 1965, the College is known for its relentless striving towards transforming the student into an enlightened citizen. The college is ever vibrant and has evolved with the changing times. It has been adorned with Autonomy in the year 2010. As a college with state of art facilities and the accolades it received like the Best Laboratory, Best Academic achievement, Best Library, Best NSS Unit speaks volumes about its steadfast endeavour in trying to dispel ignorance from society by wielding the potential weapon of education.

Introduction on Gender Audit

A gender audit is a comprehensive examination of an organization's operations, policies, and practices, focusing on how gender issues are integrated. It aims to assess the effectiveness of gender mainstreaming initiatives and identify areas for improvement. Through a gender audit, organizations gain insights into existing gender biases and imbalances. By identifying gaps, the audit facilitates the formulation of strategies to promote gender equality. It not only ensures compliance with gender policies but also fosters an inclusive workplace environment. This tool is essential for organizations committed to achieving gender equality and women's empowerment.

Committee Constituted for Gender Audit

S. No.	Name	Designation	Role
1	Dr. V. Narayana Rao	Principal	Chairman
2	Smt. V. Sailaja	Convenor, Women Empowerment Cell	Member Secretary
3	Ms. P. Kalma Begum	Member, Women Empowerment Cell	Member
4	Ms. P. Vyshnavi	Member, Women Empowerment Cell	Member

Objectives

Assess Gender Integration: To evaluate the extent to which gender considerations are integrated into an organization's policies, programs, strategies, and operations. This includes looking at both the intent (how policies and programs are designed) and the impact (the actual outcomes on men, women, boys, and girls).

Identify Strengths and Gaps:

To pinpoint areas where the organization is performing well in promoting gender equality and those where improvements are needed. This helps in highlighting best practices and also in recognizing areas of concern that require attention.

Strengthen Organizational Capacity:

To boost the capacity of the organization in promoting and mainstreaming gender equality. This involves raising awareness, building skills, and ensuring that there are mechanisms in place for the continuous inclusion of gender perspectives.

Enhance Accountability:

To ensure that commitments to gender equality and women's empowerment are met. An audit checks the alignment of an organization's activities with its gender-related goals and commitments, ensuring transparency and accountability.

Inform Future Planning and Strategy:

To provide actionable recommendations based on the findings of the audit. These recommendations guide the organization in enhancing its strategies, programs, and policies to ensure a more gender-responsive approach in the future.

Features of Gender Sensitivity**Recognition of Gender Differences:**

Acknowledges that men and women, and boys and girls, have different needs, preferences, and experiences due to their varied social roles and responsibilities.

Awareness of Gender Biases:

Understands that biases and stereotypes can negatively impact individuals based on their gender, and seeks to challenge and rectify these prejudices.

Inclusion:

Ensures that both male and female perspectives and needs are considered and incorporated in decision-making processes, planning, and implementation.

Promotion of Equality:

Encourages and supports opportunities for both genders, ensuring that one is not unfairly advantaged or disadvantaged.

Avoidance of Stereotyping:

Refrains from using language, imagery, or narratives that perpetuate traditional or limiting roles for either gender.

Empowerment:

Supports and promotes the empowerment of all genders, particularly focusing on uplifting those who are marginalized or underrepresented.

Responsive Communication:

Utilizes communication that respects and acknowledges different gender perspectives and avoids any form of gender discrimination.

Adaptability:

Demonstrates a willingness to adjust policies, programs, and initiatives based on feedback and insights related to gender issues.

Capacity Building:

Continuously educates and trains stakeholders about gender issues, ensuring that they are equipped to address gender disparities.

Accountability and Monitoring:











Establishes mechanisms to monitor and evaluate gender integration in activities, holding stakeholders accountable for promoting gender sensitivity.

Safe Environment:

Ensures a safe, respectful, and harassment-free environment for all, irrespective of their gender

Gender Sensitization Programmes:

The following are the programmes conducted for gender sensitization in the year:

-  A seminar on health awareness for women
-  Communication skills training
-  Yoga and meditation
-  Women's day celebrations
-  Sankranti sambaralu
-  Ethnic day
-  Rangoli competitions
-  Hands on training on self defence
-  Sports competitions in kabaddi, Volley ball, hand ball
-  Essay writings, elocution , debate, quiz and drawing competitions

Resources for the Girl Students Advancement and Support:

- Internal Complaints Committee (ICC)
- Anti-Ragging Committee
- NSS Cell
- NCC Cell
- Training And Placements
- Entrepreneurship Development Cell
- Internal Quality Assurance Cell (IQAC)
- OBC Cell
- Sanitary Vending Machines

- Examination Cell
- SC, ST Student Welfare
- Digital Library
- Sick Rooms
- Gym
- Girls hostel
- Psychologist

Statistics:

Preparing Statistics for a gender audit of students in a college is crucial for several reasons:

- ❖ Statistics helps to identify disparities in Enrolment, Academic Performance, Participation in Extra Curricular Activities and access to resources among different Genders. This information is essential for understanding the existing gaps and addressing them effectively.
- ❖ Statistical data provides college with insights into the needs and challenges faced by students for different genders.
- ❖ By collecting and analysing data over time, colleges can track the progress of gender equality initiatives.
- ❖ Statistics enable institution to measure the impact of interventions, assess changes in gender disparities and adjust strategies as needed for continuous improvement.
- ❖ Statistics help the institution to allocate resources such as Scholarships, Counselling Services, career guidance and other educational programmes more effectively.
- ❖ By understanding the distribution of students across genders and their specific needs, colleges ensure that resources are allocated where they are needed the most.
- ❖ Understanding gender ratios in various branches can help the institution to encourage more diversity in traditionally male or female dominated disciplines, fostering a balanced and diverse academic environment.
- ❖ Statistics provide concrete evidence of their efforts, enhancing accountability and transparency in their initiatives.

Statistics for the Academic Year 2022-23

TABLE 1: Course wise Details of the Students in the College

PROGRAMME	I YEAR	II YEAR	III YEAR
B.Com. (Gen)	53	50	49
B.Sc. (MPC)	0	44	26
B.Sc. (CBZ)	28	20	34
B.Com. (T.P)	61	77	63
B.Com. (COMP)	164	160	144
B.Com. (LOG)	55	50	53
B.Sc. (MPCS)	52	49	43
B.Sc. (MECS)	20	42	42
B.Sc. (MCCS)	18	44	45
B.Sc. (MSCS)-1	76	113	111
B.Sc. (IoT)	0	34	35
B.Sc. (DATA SCIENCE)	55	42	41
BCA-1	161	159	144
BBA	61	57	51
B. Voc. (WT&SD)	51	46	40
TOTAL	855	987	921

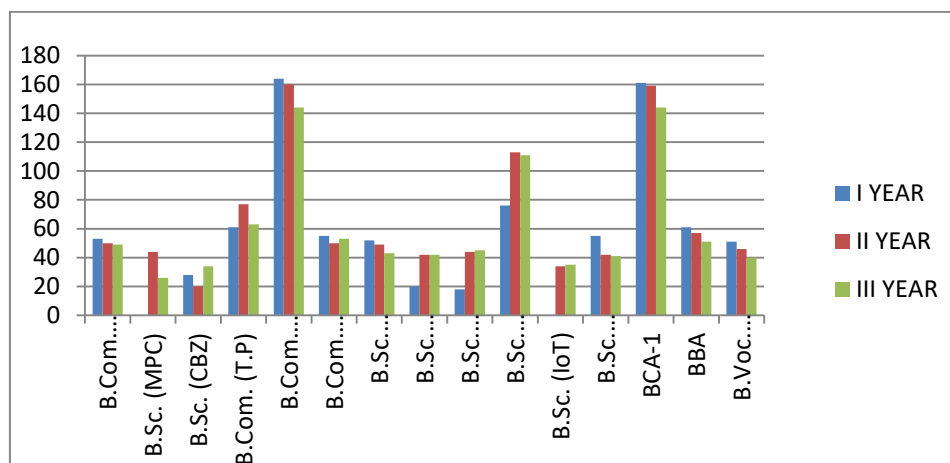


TABLE 2:-UG GENDER-WISE STUDENTS DATA FOR THE YEAR 2022-23

MALE	FEMALE	MALE%	FEMALE%
1746	1089	61.58	38.41

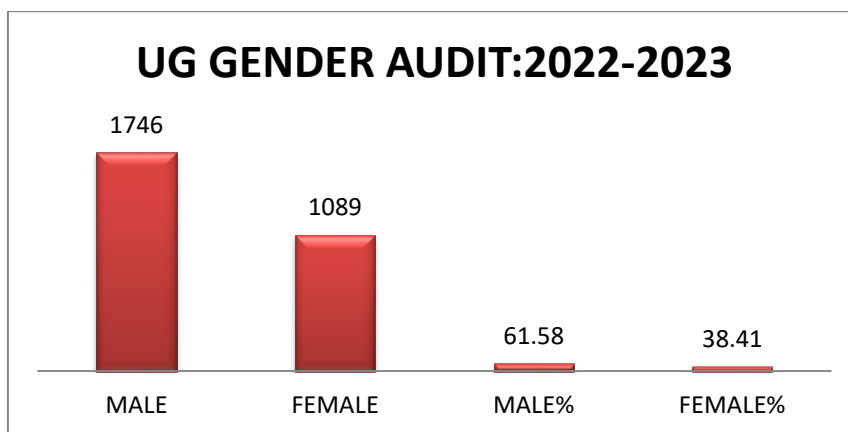


TABLE3:-CATEGORY WISE DETAILS OF MALE & FEMALE STUDENTS FOR THE YEAR 2022-23

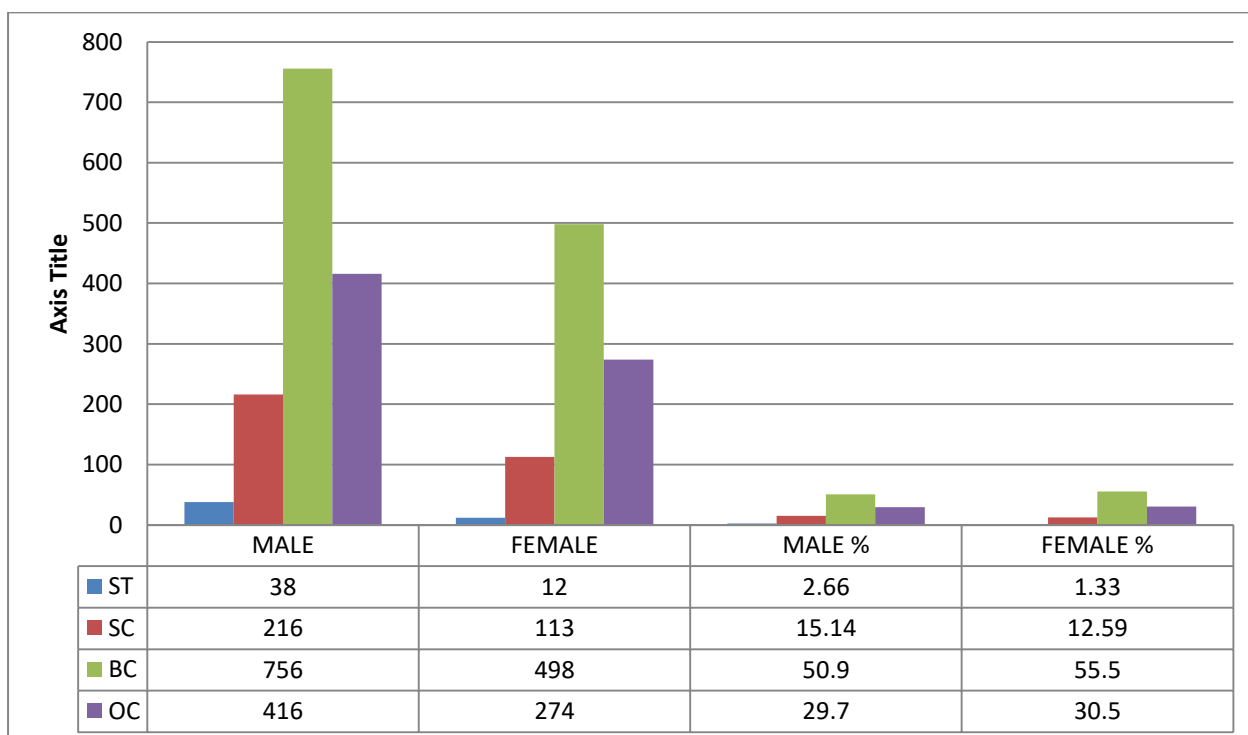


TABLE 4:-Course wise Details of Male Students (Sciences)

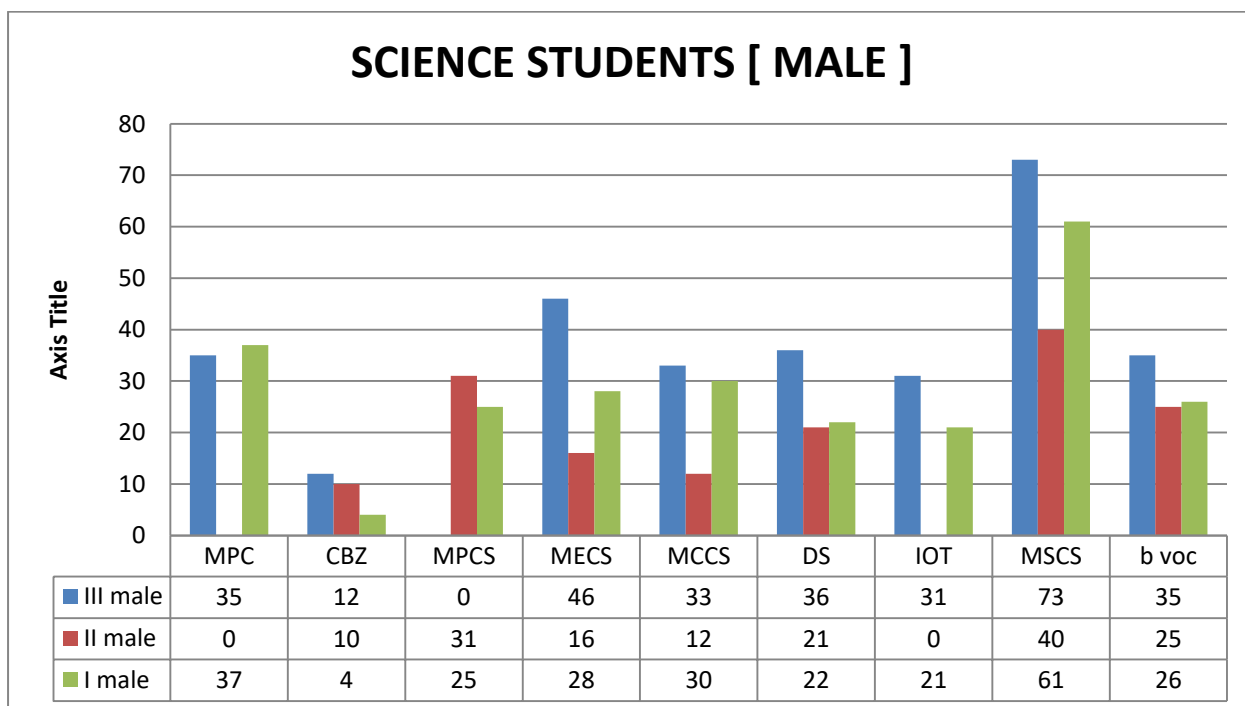


TABLE 5:-Course wise Details of Female Students (Sciences)

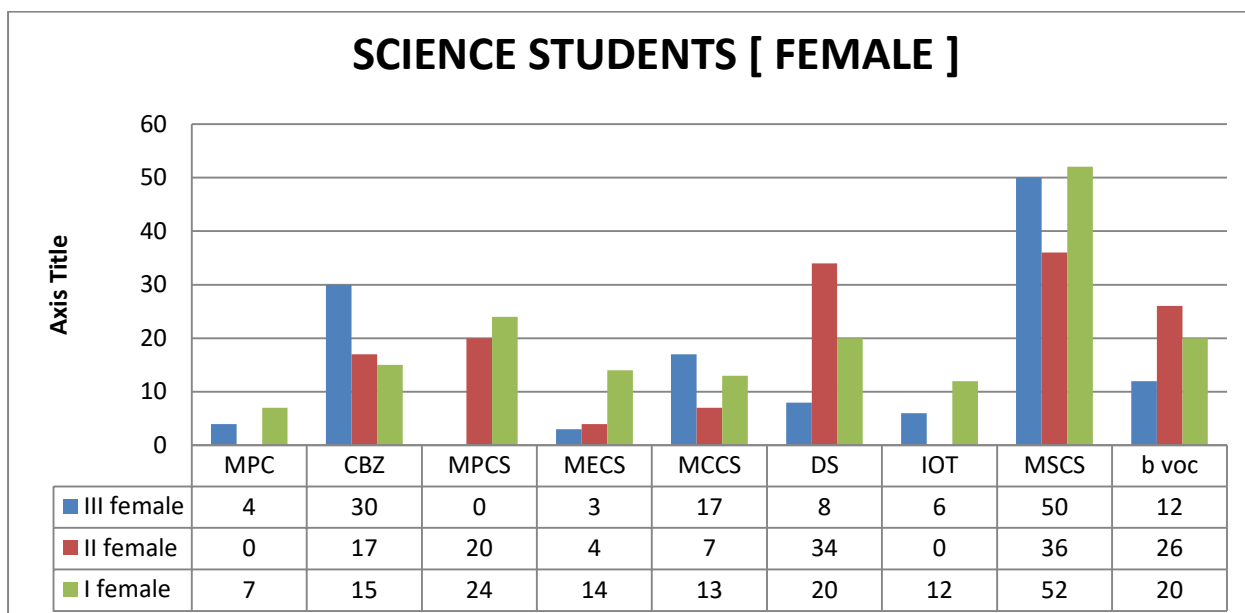


TABLE 6:- Course wise Details of Male Students (Arts)

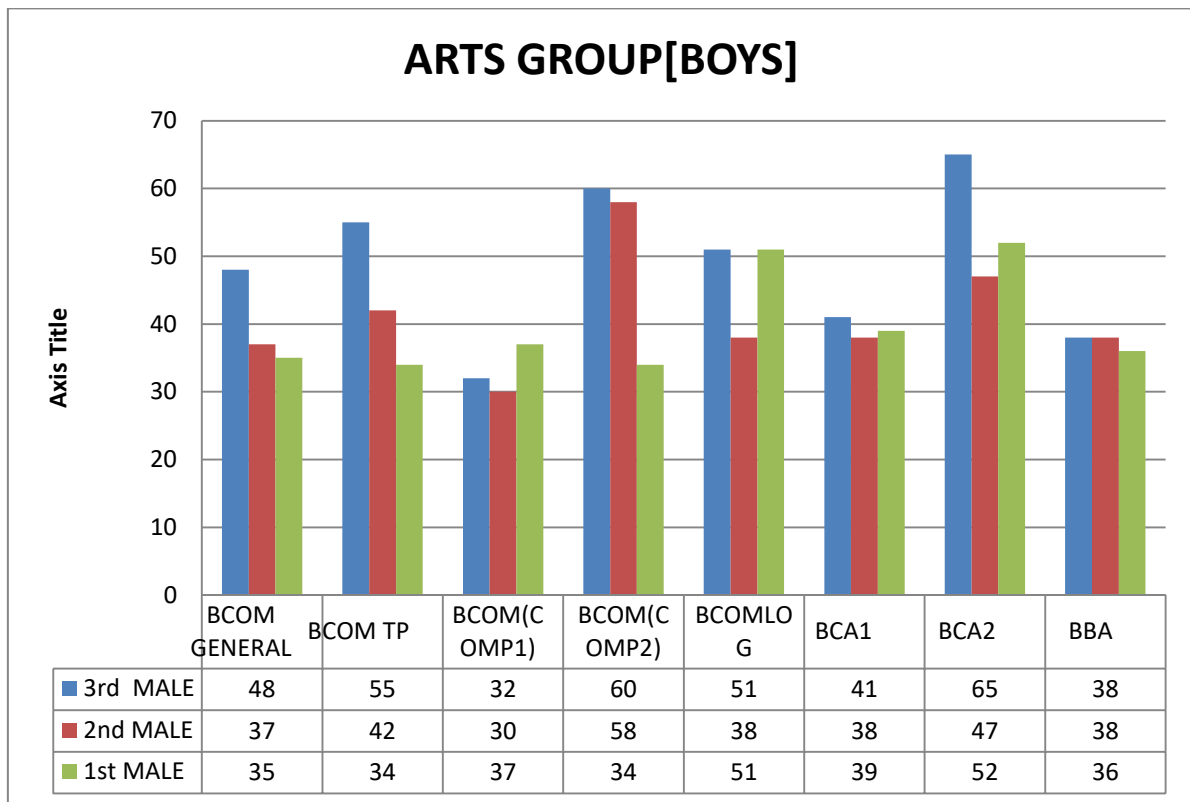


TABLE 7:-Course wise Details of Female Students (Arts)

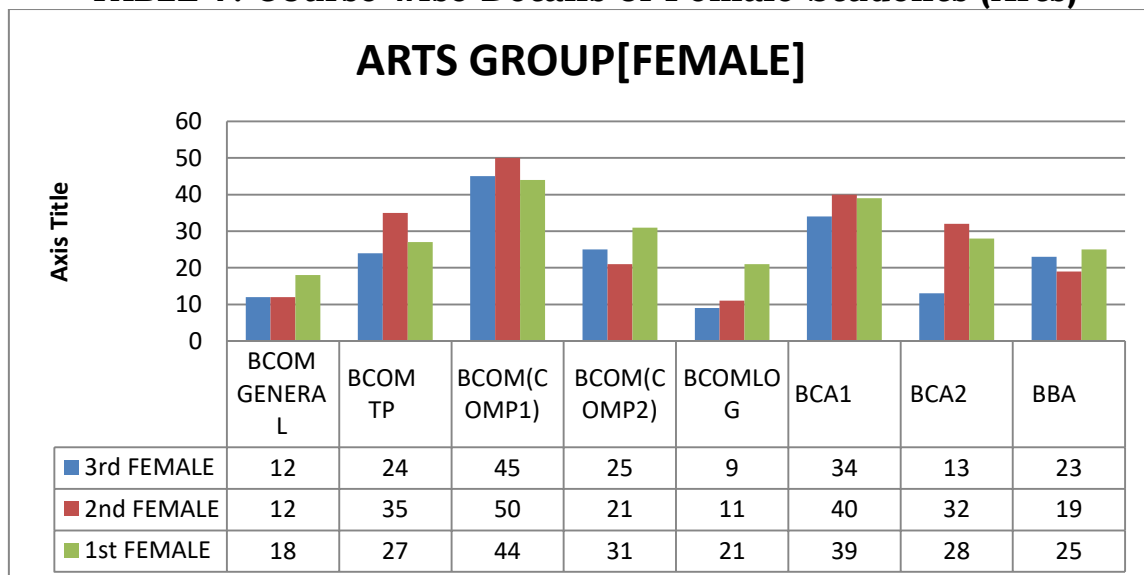


Table 8:- PG GENDER-WISE STUDENTS DATA FOR THE YEAR 2022-23

MALE	FEMALE	MALE%	FEMALE%
303	285	51.5	48.5

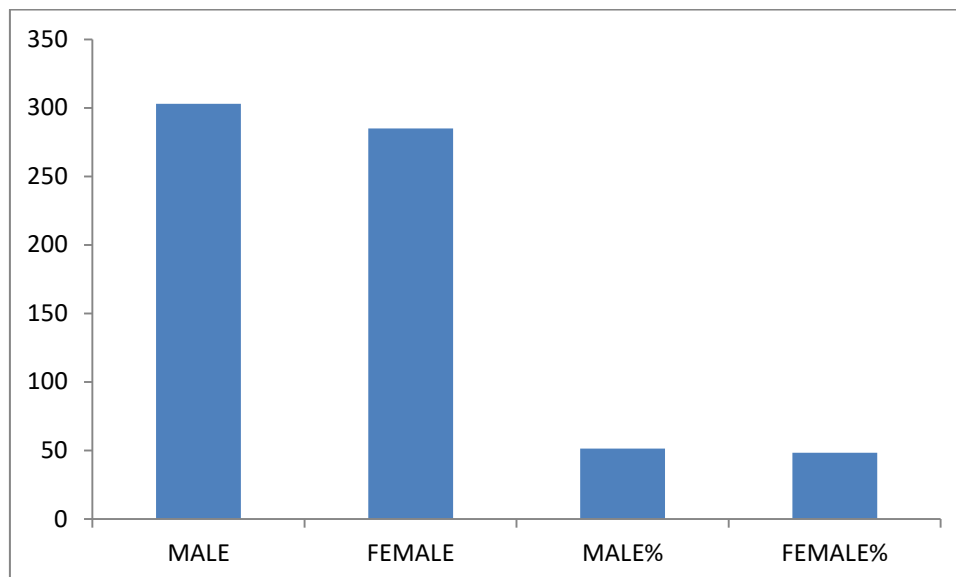


TABLE 9:-CATEGORY WISE DETAILS OF MALE & FEMALE STUDENTS FOR THE YEAR 2022-23

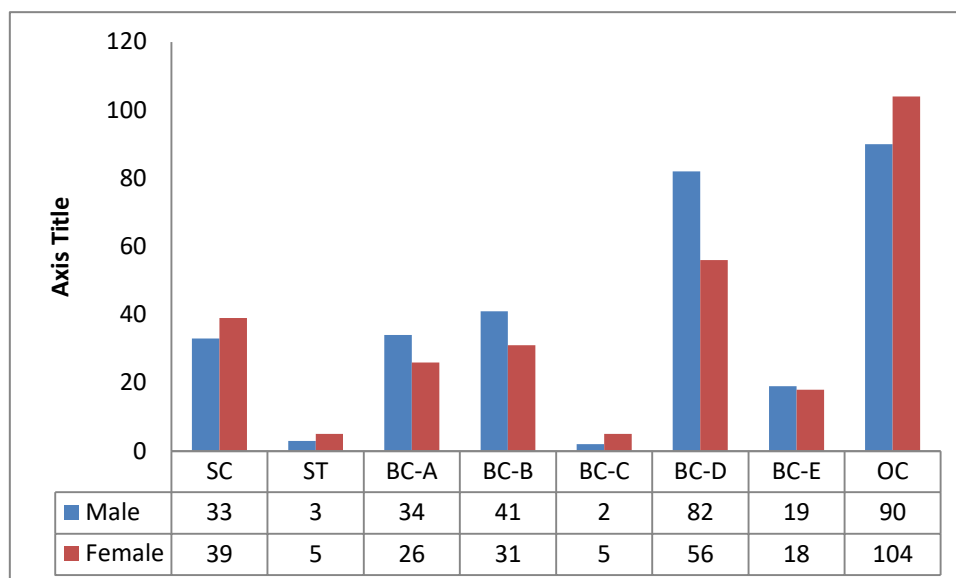


TABLE 10:- GENDER WISE TEACHING STAFF FOR THE YEAR 2022-23

MALE	FEMALE	MALE%	FEMALE%
71	51	58%	41%

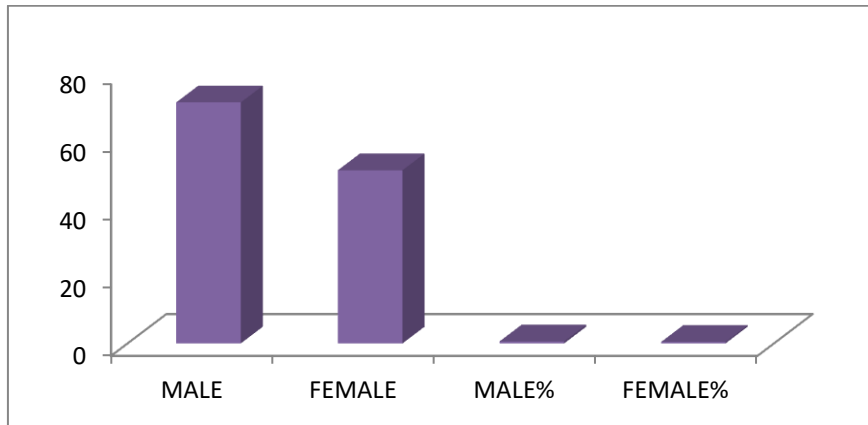
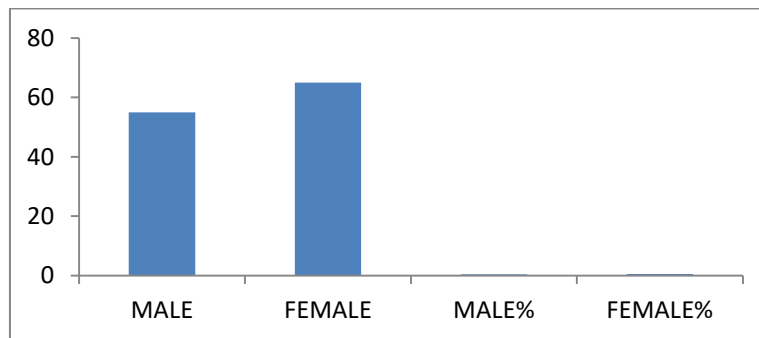


TABLE 11:- GENDER WISE NON-TEACHING STAFF FOR THE YEAR 2022-23

MALE	FEMALE	MALE%	FEMALE%
55	65	58%	41%



Consolidated Statistics for Five Years:

A consolidated gender audit report spanning five years offers a wealth of insights that are essential for evidence based decision-making, policy refinement and fostering a truly inclusive and equitable college environment. It serves as a road map for further initiatives and demonstrates the college’s dedication to compliance with legal and ethical obligations related to gender equality.

TABLE 1:- Gender wise Details of Students (UG Programmes).

YEARS	BOYS	GIRLS	TOTAL	BOYS %	GIRLS%
2018-2019	495	483	978	50.61	49.38
2019-2020	587	499	1086	54.05	45.94
2020-2021	693	362	1055	65.68	34.31
2021-2022	573	415	988	57.99	42
2022-2023	478	377	855	55.9	44.09

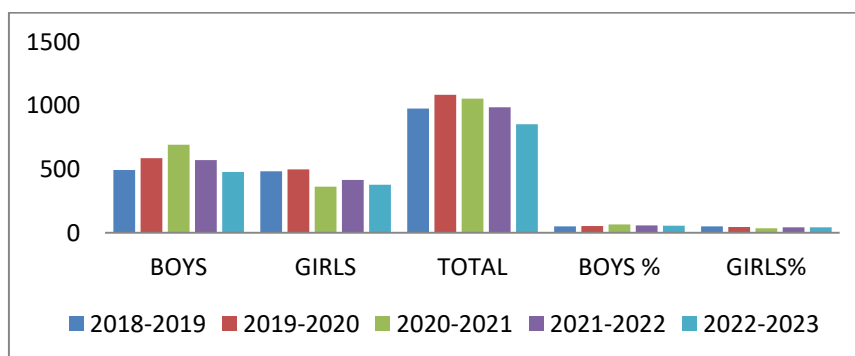


TABLE 2:- Gender wise Details of Students (PG Programmes).

S.NO	YEAR	TOTAL	MALE	FEMLAE	%MALE	%FEMALE
1	2018-19	178	80	98	44.9	55.1
2	2019-20	311	54	257	17.36	82.63
3	2020-21	218	102	116	46.78	53.21
4	2021-22	411	153	258	37.22	62.78
5	2022-23	313	177	136	56.54	43.45

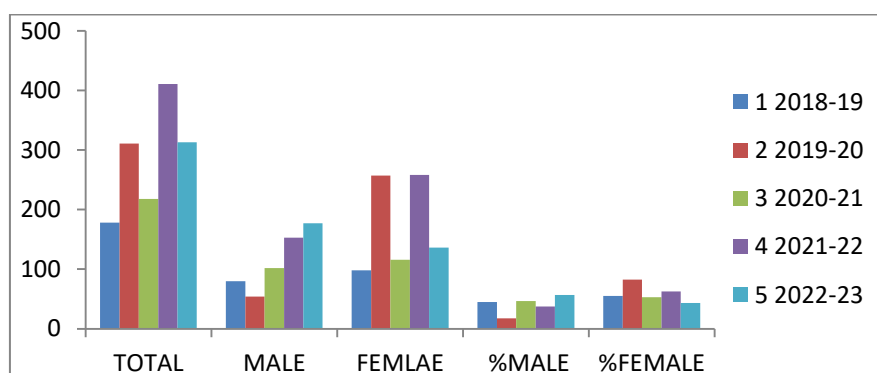


TABLE 3:- Gender wise Details of Teaching Staff.

YEARS	FEMALE	MALE
2018-2019	40	76
2019-2020	37	78
2020-2021	36	76
2021-2022	45	72
2022-2023	51	71

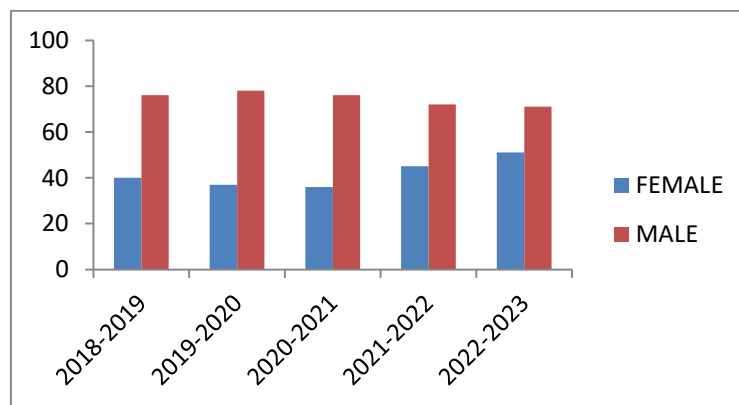
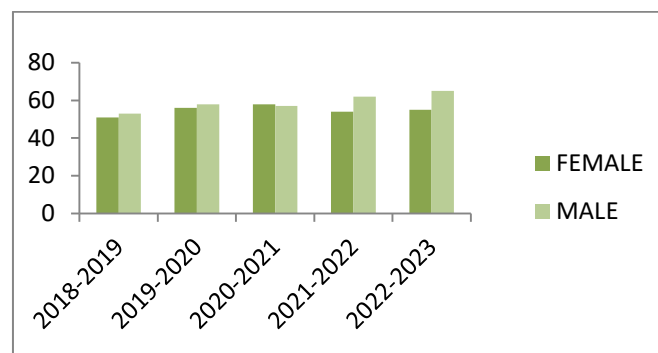


TABLE 4:- Gender wise Details of Non-Teaching Staff.

YEARS	FEMALE	MALE
2018-2019	51	53
2019-2020	56	58
2020-2021	58	57
2021-2022	54	62
2022-2023	55	65



Internal Complaints Committee:

The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely- Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

Constitution of Internal Complaint Committee:

S. No.	Name	Designation
1	Smt. V. Sailaja	Lecturer, Dept. of Commerce & Management, Convenor
2	Smt. O. Sailaja	Lecturer in Chemistry, Member
3	Dr. K. Siva Prakasa Rao	Asst. Prof., Dept. of Commerce & Management, Member
4	Smt. G. Jyotsna	General Secretary, Taruni Tarangalu
5	Ms. P. L. Naga Sai Laya	II M.Sc. (OCH), Student Member
6	Ms. S. Vasanthi	III B.Com. (Comp), Student Member

Since its establishment, no complaints have been reported to the Committee by any of staff members or students.

Number of gender equity promotion programs organized by the institution during the last five years:

ACADEMIC YEAR: 2018-2019

S. No.	Title of the Programme	Female	Male	No. of Participants
1	Awareness Programme on "Cheruva App"	60	0	60 (Women Staff & I Year B. Sc Girl Students)
2	Women Theme on "Think equal, build smart, innovate for change"	180	0	180 (Girls students)
3	Awareness Programme on "Women Health- Nutrition Food"	200	0	200 (B.COM & B.SC Girl students)
4	Orientation to Training to Peer Group Trainers	1500	0	1500 (Upper Primary High School Students)
5	Rangoli Competitions	300	0	300 (Teaching, Non-Teaching lady staff and Girl Students)
6	Interactive Session on Women Rights	80	0	80 (II Year B.Com girl Students)
7	Awareness Programme on "Breast Cancer"	150	0	150 (Women teaching staff and girl students)
8	Observed International Day of Girl Child	170	0	170 (I year and II year girl students)
9	Awareness Programme on "Menstrual Problems- health & Hygiene	80	0	80 (I Year B.Com girl Students)
10	Awareness Programme On "Cosmetics"	80	0	80 (Final Year B.Com girl students)
11	Awareness Programme on "Depression in College Students"	70	0	70 (I Year girl students)
12	Basic Skills Training and Opportunities for young people at Workplace	90	0	90 (B.Sc Girl Students)
13	Workshop on "Women Entrepreneurship"	60	0	60 (MBA girl Students)
14	Invited Talk on "Gynic Problems"	50	0	50 (Women teaching staff and non-teaching staff)

ACADEMIC YEAR: 2019-2020

S. No.	Title of the Programme	Female	Male	No. of Participants
1	Women's Week	270	0	270 (All PG & UG Girls and women staff)
2	UGC Workshop on "Sensitivity, Awareness, Motivation"	100	0	100 (Women Staff and Students)
3	YSR Kishori Vikasam Peer Group Training Programme	100	0	100 (SAS, KBN, PSCMR College Students & school children)
4	A Programme on "Cancer Awareness & Screening"	160	0	160 (Women teaching staff and girl students)
5	Awareness Programme on "Women Health Issues"	80	0	80 (II Year B.Com girl Students)
6	ICSSR (SRC) Sponsored Two – Day National Seminar on "Women: The Key to Ensure Food Security"	120	0	120 (Girl Students From Various Colleges)
7	Awareness Programme on "Disha Act-2019"	80	0	80 (I Year B.Sc Girl Students)
8	Women Entrepreneurship Development Programme	60	0	60 (M.Sc (chem), MCA, M.Sc (Comp) girl students)
9	International Wonder Book of Record	900	1100	2000 (Girls and Boys)
10	Seminar On " Orphan Free India"	80	0	80 (PG Girl Students)
11	Health Screening Programme	780	554	1334 (Intermediate Boys and Girls students)
12	Awareness Talk on " Drug Abuse and Drug Addiction Problems"	32	38	70 (Final year B. Sc Girls and Boys)

ACADEMIC YEAR: 2020-2021

S. No.	Title of the Programme	Female	Male	No. of Participants
1	Awareness talk on IWD theme- Women in leadership: Achieving an equal future in a COVID-19 world.	120	60	180 (Women Staff & B.sc Students)
2	Virtual Training Programme on "Non-Toxic Gardening Techniques and Home Waste management"	42	18	60 (Final Year B.Sc Students)
3	Seminar on "Horrorifying statistics of violence against women"	18	22	40 (B.sc Students)
4	Virtual Awareness Talk on Causes of Cancer & Types of Treatment for Cancer.	160	0	40 (Final B.sc Girl Students)
5	Webinar on "Migrant Women Workers: Issues & Challenges"	280	270	550 (researchers & faculties)
6	Webinar on "Women Nutrition in Immune Response against Covid-19"	70	80	150 (Principal, Teaching staff and Students)
7	Webinar on COVID-19 Pandemic: Clinical Advice and Future Considerations	50	0	50 (MBA & MCA, MSC(CHEM) Girl Students)

ACADEMIC YEAR: 2021-2022

S. No.	Title of the Programme	Female	Male	No. of Participants
1	Free Summer Coaching Camp on Skill Development Courses for Women & Children	2000	500	2500 (1500 Women & 1000 Children around vijayawad, 100 Teaching and Non-Teaching Ladies staff in the campus)
2	Competitions for Girls & Women teaching & Non-Teaching staff	200	0	200 (Girl students and Ladies' Staff)
3	Awareness talk on " Role of Women and Girls in STEM"	70	110	180 (Girls and Boys students from Ist Year B.sc and B.com)
4	Awareness talks on "Rights of Women and Girl Child"	85	0	85 (II Year B.Com Girl Students)
5	Breast Cancer Awareness Talk and Screening	70	0	70 (Women Staff)
6	Motivational Talk on "Laws and Acts" related to Women and Girls in India	120	0	120 (MBA & MCA Girl students and Lady Staff)
7	Workshop on 'Waste Management Methods'	75	0	75 (III B.Sc Girls Students)
8	Awareness Programme on 'Cyber Crimes'	73	87	160 (II year B.sc Boys and Girl Students)
9	Virtual Awareness Talk on " Stress Management- Resilience during covid-pandameic	98	0	98 (Women staff and Girl Students)

ACADEMIC YEAR: 2022-2023

S. No.	Title of the Programme	Female	Male	No. of Participants
1	Awareness Session on "Employment Opportunities for Women's Skill Development Courses"	50	0	50 (Summer Coaching camp Women Participants)
2	Free Summer Coaching Camp on Skill Development Courses for Women & Children	1800	700	2500 (1500 Women & 1000 Children around vijayawad, 100 Teaching and Non-Teaching Ladies staff in the campus)
3	A Talk on "DigitALL: Innovation and Technology for Gender Equality"	66	40	106 (Final Year MBA &MCA BOYS & GIRLS students)
4	Voluntary Blood Donation & Anemia	183	0	183 (First Degree Commerce & Science Girl Students)
5	Rangoli Competitions	300	0	300 (Girls students and Women Staff)
6	Workshop on Gender Sensitization	65	0	65 (Degree First & Second Year B.Sc Girl Students)
7	Awareness Programme on 'Insights on Protection of women at work place'.	135	0	135 (First year Degree {B.COM-GEN,TP, LOG,COMP1&2, BCA 1&2} Girl Students)
8	Awareness programme on " Legal Rights of Women"	100	0	100 (Degree Second Year B.Sc Girl Students)
9	Workshop on Painting by "PIDILITE INDUSTRIES", Visakhapatnam.	60	0	60 (First Degree Commerce & Science Girl Students)
10	Guest Lecture on "Reaching Greater Heights in Life" & Rally done.	236	0	236 (Second Year Commerce & Science Girl Students)
11	Observation on "MENTAL HEALTH-WELLBEING"	61	0	61 (Second Year {BCA &B.Com comp1&2} Girl Students)
12	Medical Camp on Screening Test and Early Detection of Breast and Cervical Cancer	180	0	108 (First Degree Commerce & Science Girl Students)
13	Webinar on "Counselling & Psychological Well-Being Centre"	62	0	62(Second & Third Degree {BBA, BCA}Girl Students)
14	WORKSHOP ON INDIAN BRIDAL MAKE-UP PROGRAMME	65	0	65 (First Degree Commerce & Science Girl Students)
15	Mental Health Awareness for Adolescent Students	650	850	1500 School Students in adopted Villages Schools
16	Seminar on "Indian Independence Movement Progress in Women's Equality"	80	0	80 (First year Degree {B.COM-GEN,TP, LOG,COMP1&2, BCA 1&2} Girl Students)

A number of activities were organized to empower women at KBN College. These include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

Summary and Conclusion:

I. Progress towards Gender Equity

“Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO) The College constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self- respect.

We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is almost equal to that of males.

II. Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

III. Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including Male and Female.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students