



Vidyavardhaka Sangha (R), Mysuru
VIDYAVARDHAKA FIRST GRADE COLLEGE

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GENDER AUDIT REPORT

2019-20,2020-21,2021-22,2022-23 and 2023-24

PREPARED BY

VVFGC

Gender Audit Report Summary

2019-20,

2020-21,

2021-22,

2022-23 and

2023-24

Prepared by

VIDYAVARDHAKA FIRST GRADE COLLEGE

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ವಿದ್ಯಾವರ್ಧಕ ಸಂಘ (೮.) ಮೈಸೂರು
ವಿದ್ಯಾವರ್ಧಕ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು, ಮೈಸೂರು- 570 001

VIDYAVARDHAKA FIRST GRADE COLLEGE
(Affiliated to University of Mysore, Approved by Govt. of Karnataka with 'B' Grade)

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No. VFGC :

Date :

Constitution in view of sec4 (1) of

The sexual Harassment of women at work place (prevention, prohibition and redressal) Act 2013.

MINISTRY OF WOMEN AND CHILD DEVELOPMENT NOTIFICATION New Delhi, the 9th December, 2013 S.O. 3606(E).—In exercise of the powers conferred by sub-section (3) of Section 1 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), the Central Government hereby appoints the 9th day of December, 2013 as the date on which the provisions of the said Act shall come into force.

WOMEN HARASSMENT PREVENTION CELL
VIDYAVARDHAKA FIRST GRADE COLLEGE
Sheshadri Iyer Road Mysuru

COMMITTEE MEMBERS

Smt. GEETHA N
Associate Prof

: Presiding Officer

G. Geetha

Smt. LAVANYA S
Asst. Prof

: Member

L. Lavanya

Smt. PREETHI P
Asst. Prof

: Member

P. Preethi P

Dr. P K GOVARDHAN
Asst. Prof

: Member

P. K. Govardhan

Sri RAMESH V
Head Clerk

: Member

R. Ramesh V

Smt. SUNITHA P
Office Staff

: Member

S. Sunitha P

Advocate

: Legal Officer

M.A. Hemalatha

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ADVOCATE & NOTARY
'PRATHIBIMBA' # 3849/3, 12th Cross, St. Mary's Road,
Karunapura, N.R. Mohalla, Mysore - 570007

PREFACE

“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)

Gender equity means fairness of treatment for women and men, 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.

Gender Equality is a global issue, and discussions on women’s emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Introduction

The Local Gender Audit Team has reviewed and analyzed the operating system of our college and its environment. The college is operating in an environment where, everyone have access to achieve their social, psychological and physical benefits, that which comes from participating and leading in sports activities.

Gender equity aims at providing both girls and boys, men and women equal rights and opportunities to meet their needs and interests. Gender Audit was carried out in our college by **SHREE SHAKTHI COMMITTEE**, which is a local community cell formed by our college with the agenda of empowering women.

The college always concentrates on the student's qualitative performance along with their overall personality development. The gender equality in our college has provided the girls with various facilities and special attentions. The NCC unit for both boys and girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and the spirit of adventure. This unit focuses on, the outstanding achievements of the girls. The unit always motivates girls for their social responsibilities. Special study room, waiting room and parking arenas are provided for the girls. They are also given self-defense workshop driving classes in concession rates; Yoga and Meditation training were also organized to build self-confidence and a fit mind, body and soul. A series of lectures from eminent personalities were held on various topics to develop their personalities.

Workshops are held on "Women and Human Rights" and "Women and Laws" to make the girls, aware of their rights and responsibilities. And even girls are made to be aware of their rights and duties by organizing lectures of eminent judges, lawyers etc. Anti-ragging Committee and Internal Complaints Committee are formed in our college. These committees arrange lectures of lawyers, social workers to create awareness in girls about their privileges and rights according to the law. In the field of Cultural Activities and Sports, girls have achieved a grand success. Their participation in Yuva Dasara and Youth Festival and other various competition brings good name and appreciation to both, the college and the students. Girls were actively engaged in all the actions taken by the college during COVID 19 ANTI PROTECTION. Team actions such as, collection and proper distribution of clothes, medicines and utensils to

the needy were done earnestly by our students.

The analysis of the response of the students with regard to the program planning, its execution and its activities revealed, that most of the students have felt, the gender equity in policies and programs of our college is done adequately.

Objectives of Gender Audit

The Gender Audit has the following objectives:

- To find out the areas where gender bias exists and the factors behind it.
- To establish a good gender balance in decision-making processes in all the areas of the

College.
- To suggest appropriate measures for bridging the gender gaps.
- To foster gender equality in all the aspects of the college community.
- To have regular monitor over the prevention of sexual harassment in the college.

Key Steps in Gender Audit

- Planning
- Field work
- Draft Report
- Final Report

Gender Policy

- The institution do not have any kind of discriminations on the basis of gender
- The institution provides equal opportunity for all the genders
- The institution equips freedom of expression to all the genders
- The institution has an accessible, active, unbiased and confidential Grievance Redressal Cell

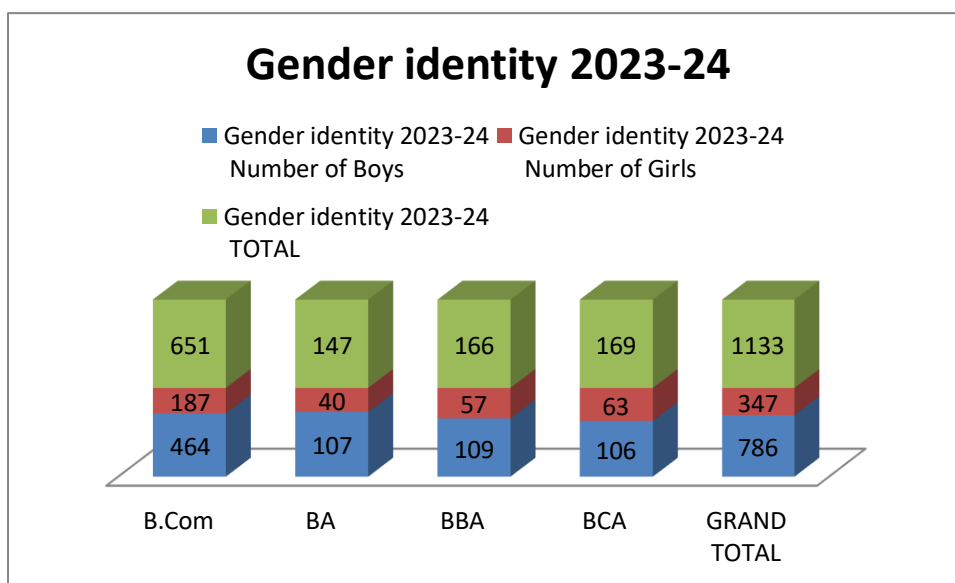
- The institution has taken effective measures in providing safety and security to all the genders
- The institution has established “Women Harassment Prevention Cell” for ensuring safety of the women gender

Data Analysis

Table 1: Gender Wise Details of Total Students In The College

2023-24

	Number of Boys	Number of Girls	TOTAL
B.Com	464	187	651
BA	107	40	147
BBA	109	57	166
BCA	106	63	169
GRAND TOTAL	786	347	1133



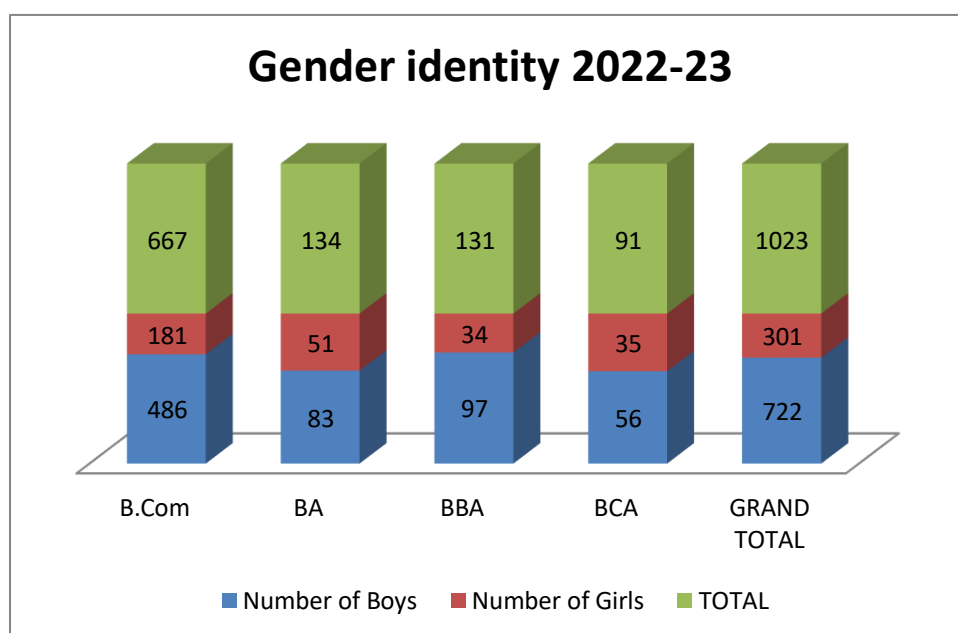
Interpretation: The number of Boys and Girls from B.Com. are 464 and 187, number of Boys and Girls from BA are 107 and 40, number of Boys and Girls from BBA are 109 and 57 & number of Boys and Girls from BCA are 106 and 63, Overall strength of Boys and Girls are 786 and 347.

Table 2: Gender wise Details of Total Students in the College

Gender identity 2022-23

	Number of Boys	Number of Girls	TOTAL
B.Com	486	181	667
BA	83	51	134
BBA	97	34	131
BCA	56	35	91
GRAND TOTAL	722	301	1023

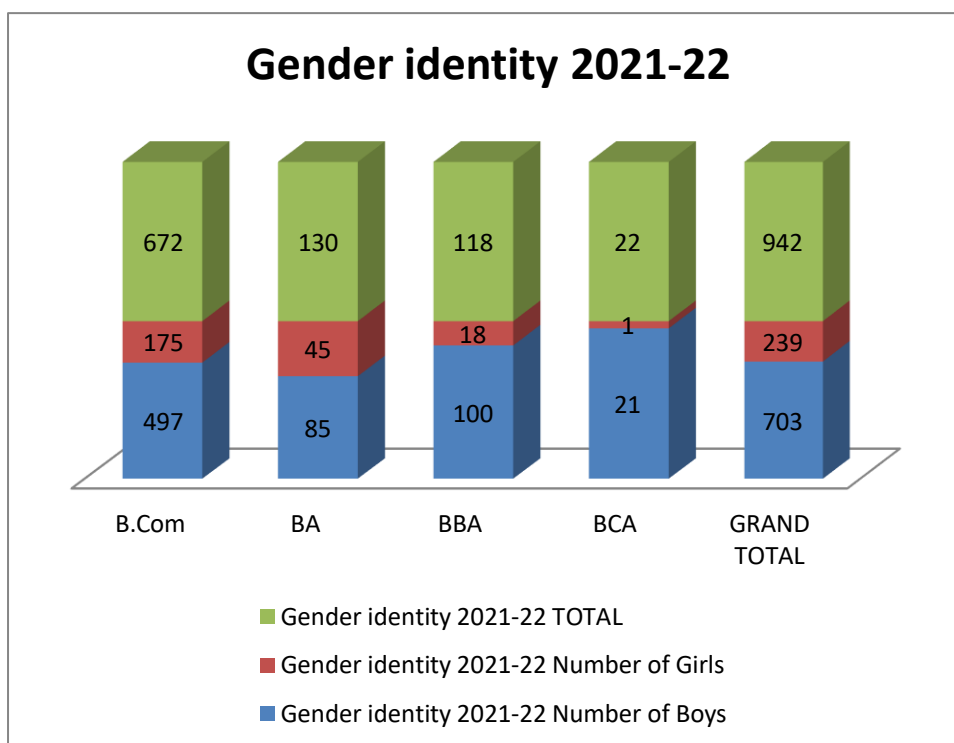
Table 2: Gender wise Details of Total Students in the College



Interpretation: The number of Boys and Girls from B.Com. are 486 and 181, number of Boys and Girls from BA are 83 and 51, number of Boys and Girls from BBA are 97 and 34 & number of Boys and Girls from BCA are 56 and 35, Overall strength of Boys and Girls are 722 and 301.

Table 3: Gender wise Details of Total Students in the College

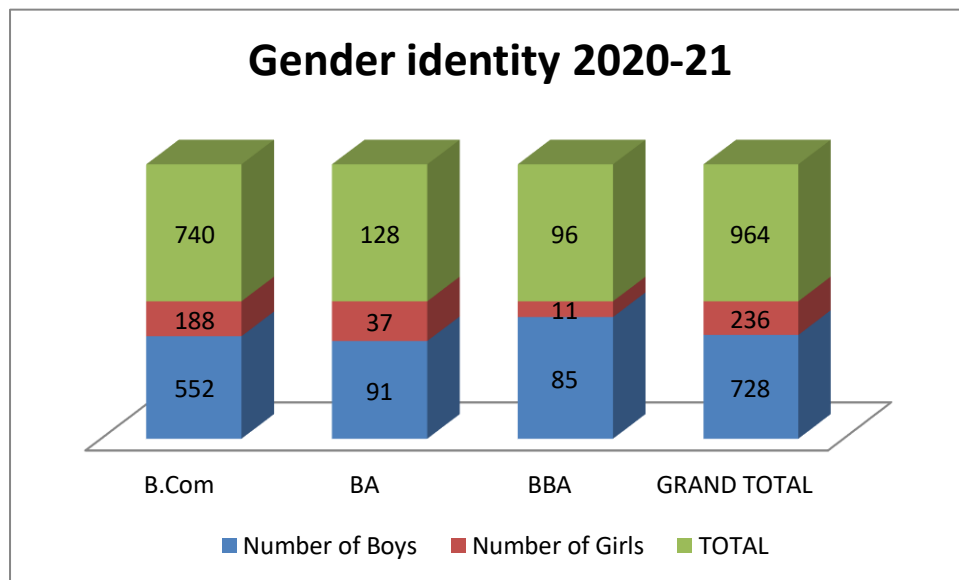
Gender identity 2021-22			
	Number of Boys	Number of Girls	TOTAL
B.Com	497	175	672
BA	85	45	130
BBA	100	18	118
BCA	21	1	22
GRAND TOTAL	703	239	942



Interpretation: The number of Boys and Girls from B.Com. are 497 and 175, number of Boys and Girls from BA are 85 and 45, number of Boys and Girls from BBA are 100 and 18 & number of Boys and Girls from BCA are 22 and 01, Overall strength of Boys and Girls are 703 and 239.

Table 4: Gender wise Details of Total Students in the College

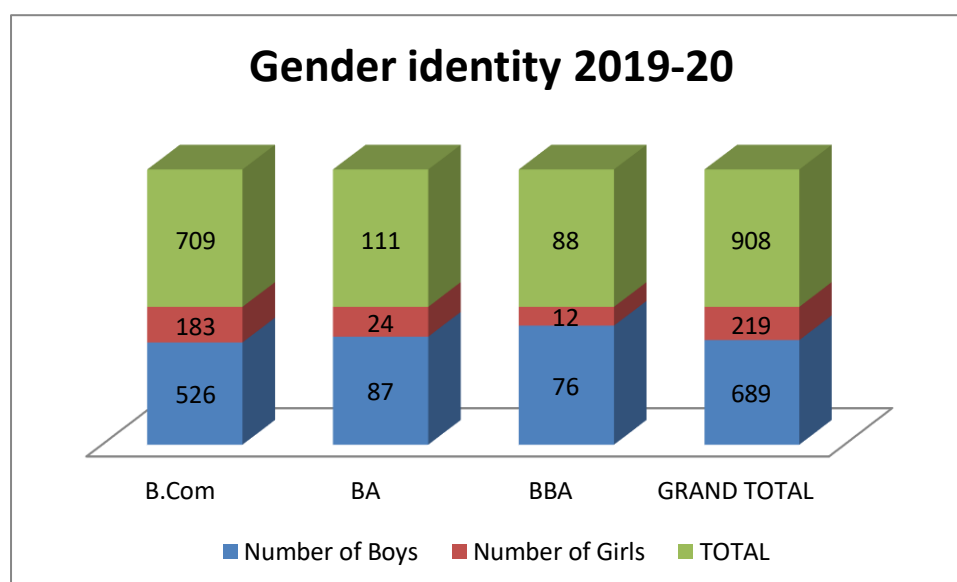
Gender identity 2020-21			
	Number of Boys	Number of Girls	TOTAL
B.Com	552	188	740
BA	91	37	128
BBA	85	11	96
GRAND TOTAL	728	236	964



Interpretation: The number of Boys and Girls from B.Com. are 552 and 188, number of Boys and Girls from BA are 91 and 37, number of Boys and Girls from BBA are 85 and 11, Overall strength of Boys and Girls are 728 and 236.

Table 5: Gender wise Details of Total Students in the College

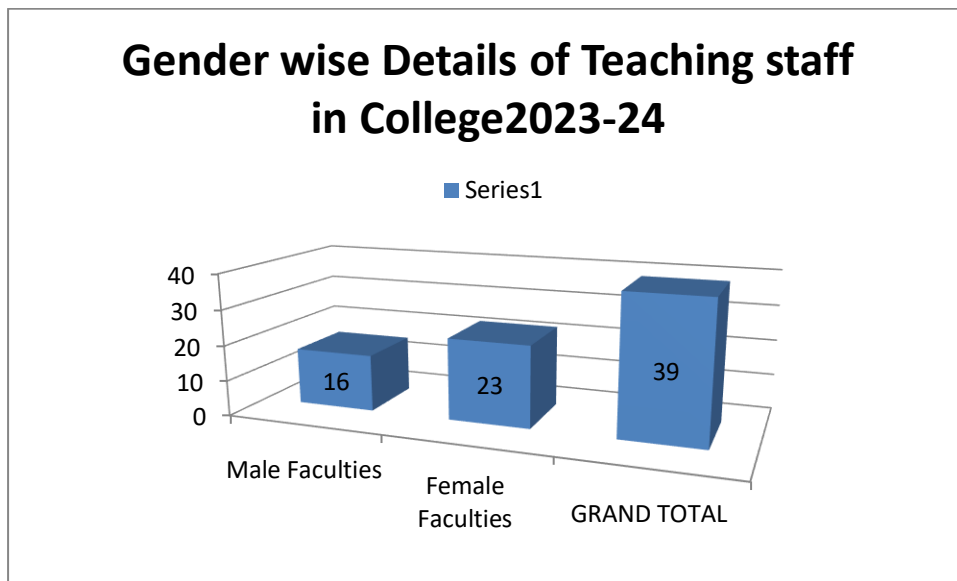
Gender identity 2019-20			
	Number of Boys	Number of Girls	TOTAL
B.Com	526	183	709
BA	87	24	111
BBA	76	12	88
GRAND TOTAL	689	219	908



Interpretation: The number of Boys and Girls from B.Com. are 526 and 183, number of Boys and Girls from BA are 87 and 24, number of Boys and Girls from BBA are 12 and 76, Overall strength of Boys and Girls are 689 and 219.

Table:6 Gender wise Details of Teaching staff in College

Gender wise Details of Teaching staff in College2023-24		
Male Faculties	Female Faculties	GRAND TOTAL
16	23	39

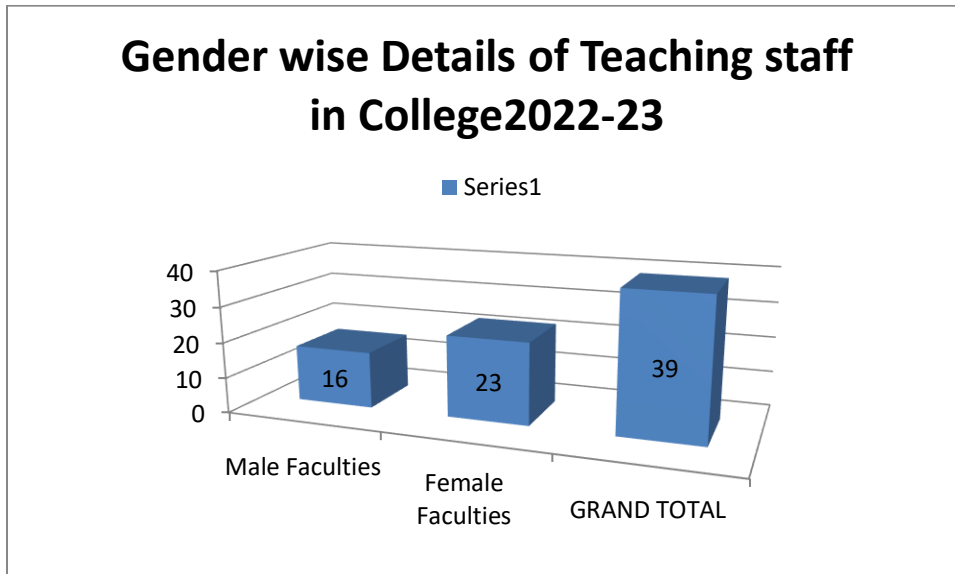


Interpretation: The number of Male Faculties and Female Faculties are 16 and 23, Overall 39.

Table:7 Gender wise Details of Teaching staff in College

Gender wise Details of Teaching staff in College2022-23		
Male Facultyies	Female Facultyies	GRAND TOTAL
16	23	39

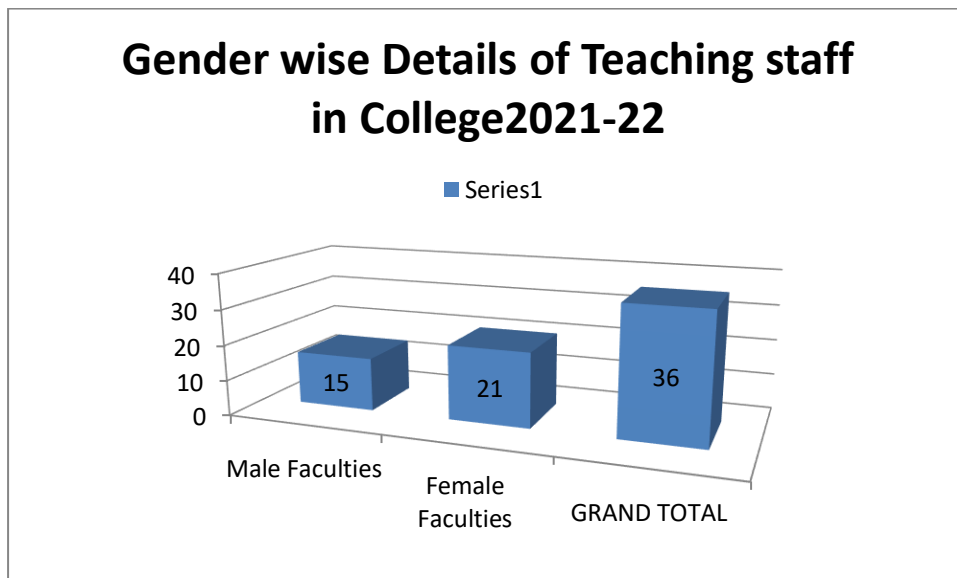
Interpretation: The number of Male Facultyies and Female Facultyies are 16 and 23, Overall 39.



Interpretation: The number of Male Facultyies and Female Facultyies are 16 and 23, Overall 39.

Table:9 Gender wise Details of Teaching staff in College

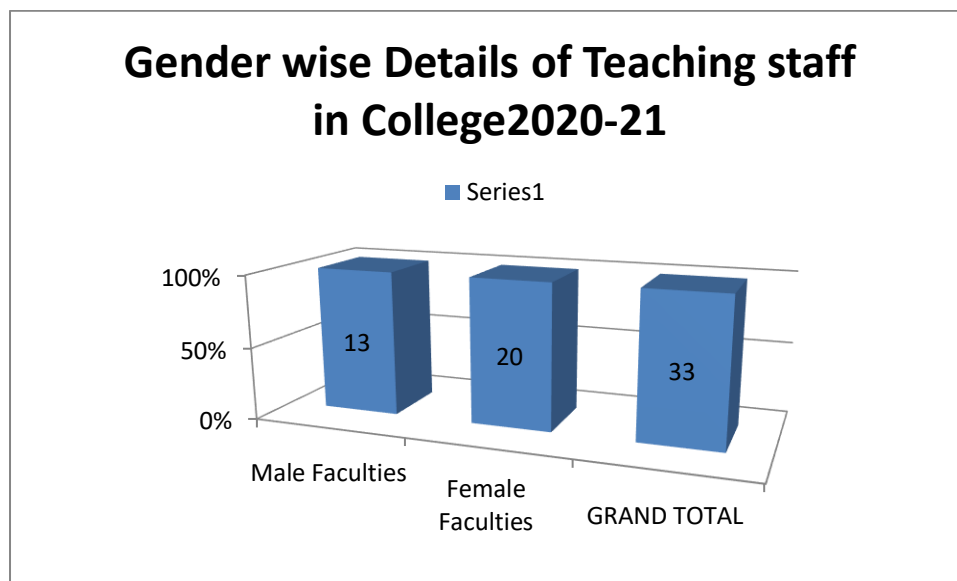
Gender wise Details of Teaching staff in College2021-22		
Male Faculties	Female Faculties	GRAND TOTAL
15	21	36



Interpretation: The number of Male Faculties and Female Faculties are 15 and 21, Overall 36.

Figure: 10 Gender wise Details of Teaching staff in College

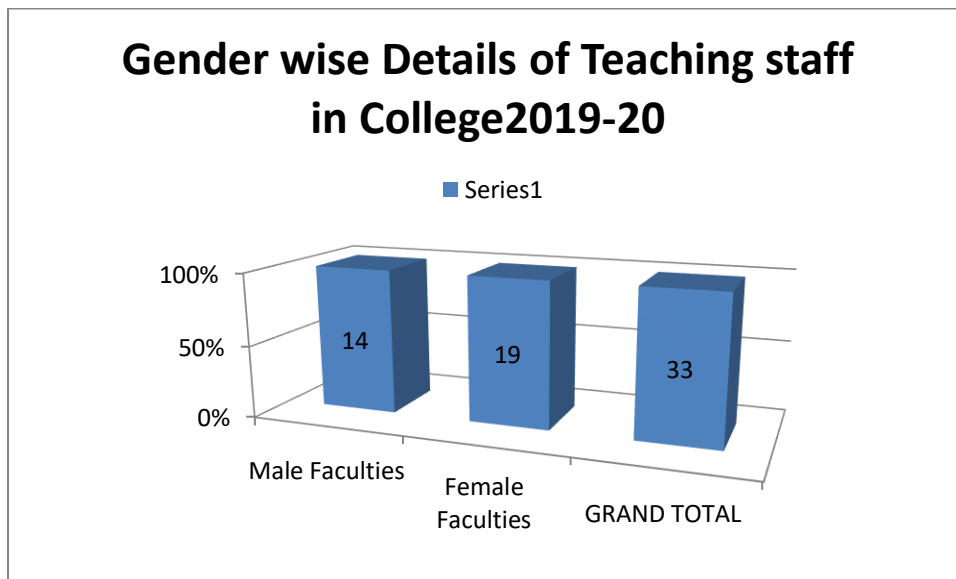
Gender wise Details of Teaching staff in College2020-21		
Male Faculties	Female Faculties	GRAND TOTAL
13	20	33



Interpretation: The number of Male Faculties and Female Faculties are 13 and 20, Overall 33.

Figure: 11 Gender wise Details of Teaching staff in College

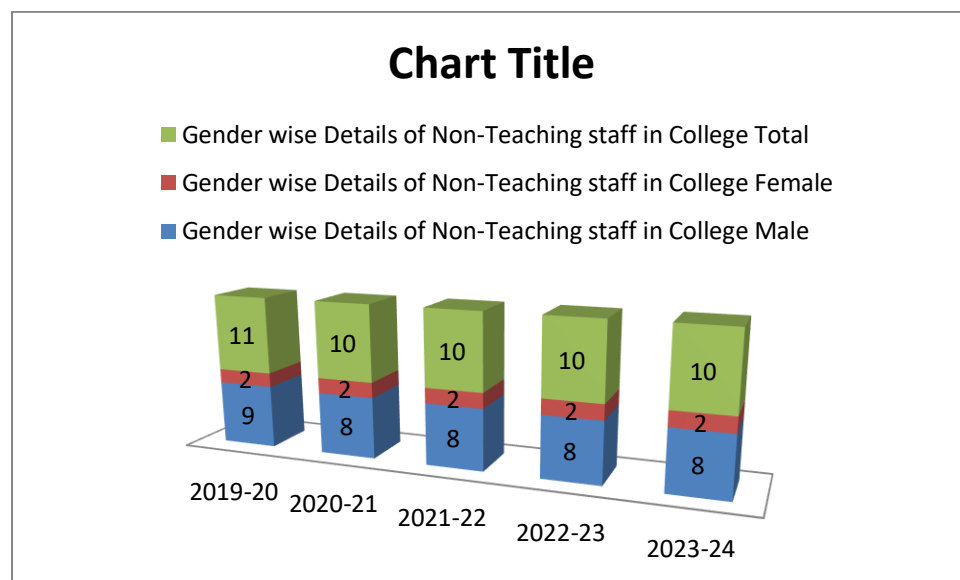
Gender wise Details of Teaching staff in College2019-20		
Male Faculties	Female Faculties	GRAND TOTAL
14	19	33



Interpretation: The number of Male Faculties and Female Faculties are 14 and 19, Overall 33.

Table:12 Gender wise Details of Non-Teaching staff in College

Gender wise Details of Non-Teaching staff in College			
Year	Male	Female	Total
2019-20	9	2	11
2020-21	8	2	10
2021-22	8	2	10
2022-23	8	2	10
2023-24	8	2	10



Interpretation: The number of Male Faculties and Female Faculties are 10 and 2, Overall 10.

Table: 13 Gender wise Details of total Participants in College Arts

Gender wise Details of total Participants in College Arts			
Year	Male	Female	Total
2020-21	1	1	2
2021-22	1	1	2
2022-23	16	8	24
2023-24	14	12	26
2024-25	15	14	29

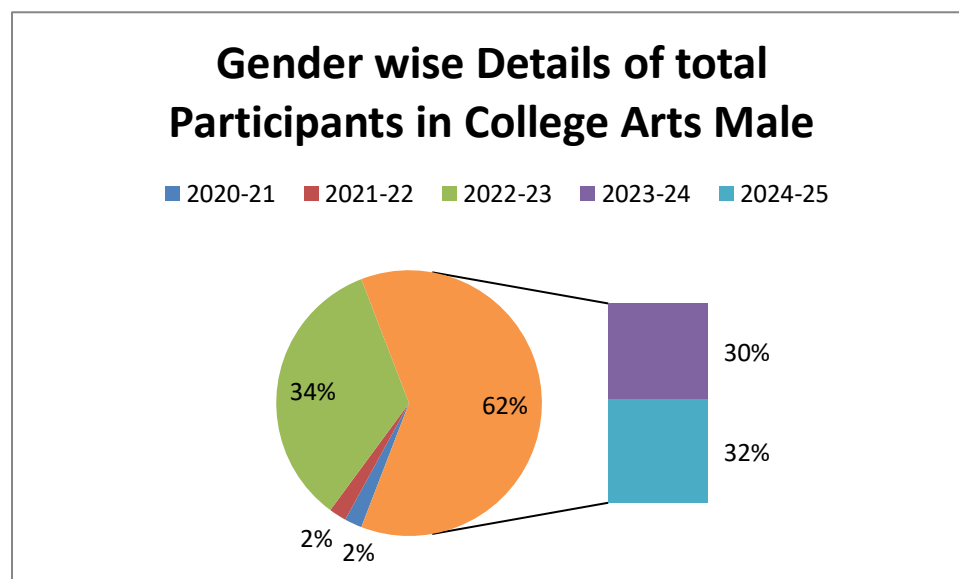
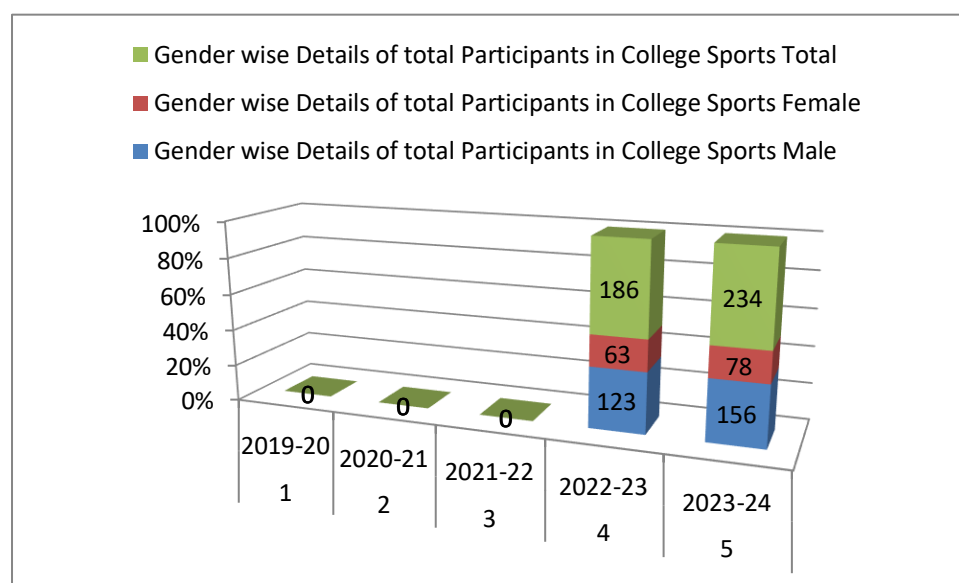


Table : 14 Gender wise Details of total Participants in College Sports

Gender wise Details of total Participants in College Sports				
S.No.	Year	Male	Female	Total
1	2019-20	0	0	0
2	2020-21	0	0	0
3	2021-22	0	0	0
4	2022-23	123	63	186
5	2023-24	156	78	234



Salient Findings

- Male student's strength is more than the female in both Arts and Commerce UG and PG programs.
- Girl's enrolment is more than that of boys in most of the classes.
- The success rate of girls is higher than that of boys.
- Participation of girls in cultural activities is higher than the boys
- In sports, the participation of boys is more than that of girls.
- In regular teaching staff the strength of females are higher than male
- Non-teaching staffs have an equal male and female ratio.

Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities
- The number of female staff to decision making bodies may be increased
- Organize more sports programs on a regular basis.

Conclusion

The analysis shows that gender equity goals and objective are included in all the policies, programs of the college and staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

