

7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

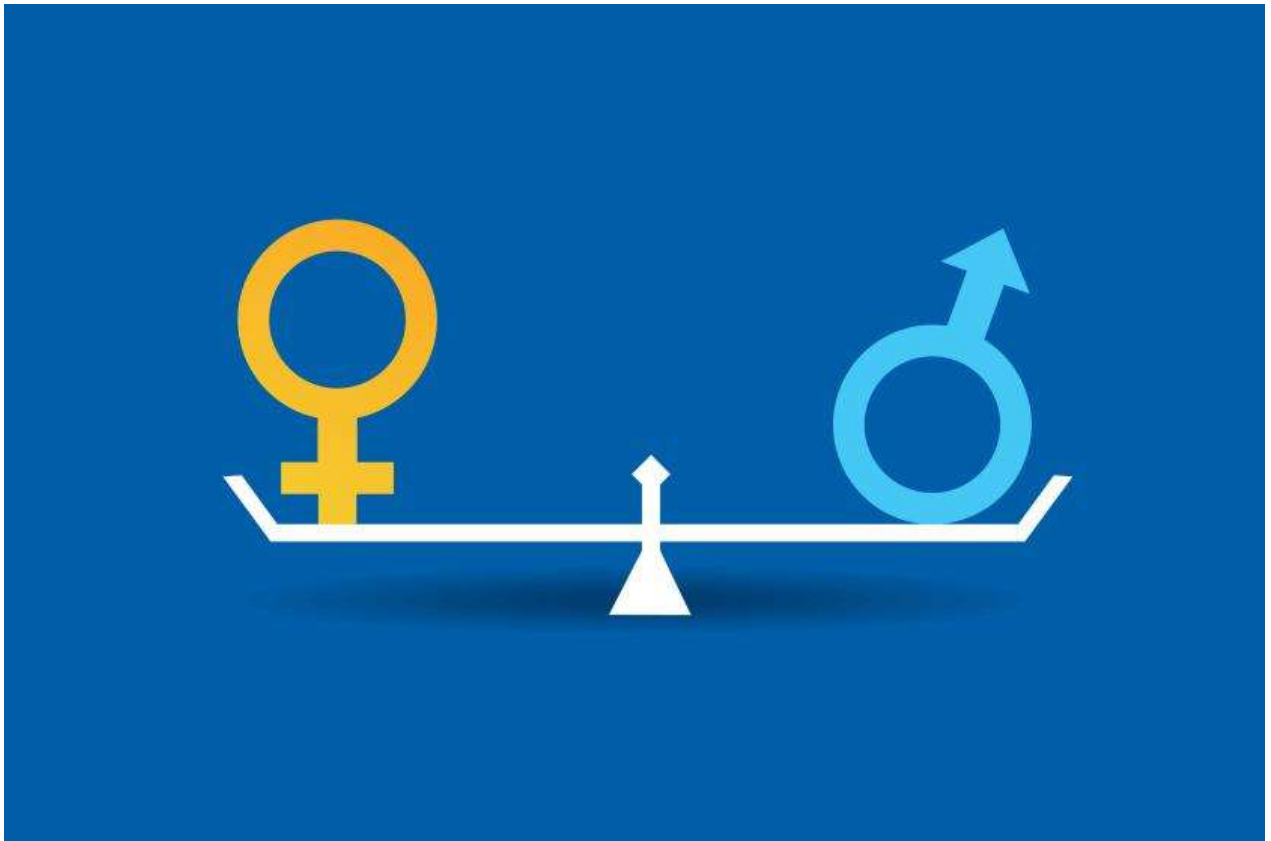
The institution aims at promoting gender equity through a process of ensuring fair and impartial treatment for every individual, irrespective of the gender. The institution has an ambience of unbiased and secured arena which elevates gender mainstream. This process of gender mainstream involves the identification and understanding of gender-related patterns within the institution's human resource management, organizational culture, and composition. At our institution level, we conduct gender audit for both students and the faculty through the Grievance and Redressal Cell. **This Gender audit aims at identifying the significant gender gaps and the challenges** and also focus on building those gender gaps. It subsequently recommends the strategies to address their complaints through Grievance and Redressal Cell. The suggestions given by the staff and the students are incorporated into the Institution's Academic Plan to enrich and empower girl students and women employees, which serves as the basis for implementing those improvements and innovative initiatives through various activities in our Institution. The Institution frequently conduct meetings through Grievance and Redressal Cell, where confidently planned and diverse range of programs and activities will be implemented each year to bring about awareness and to disseminate information among the staff and the students. Gender sensitization is a vital component offered at the institution level. Students are exposed and educated about the topics related to gender equality, discrimination, and violence against women through novels, essays, poems, role plays, documentaries, articles, case studies etc. Students of our college are made aware of gender equity and its importance through various curricular aspects related to gender are seamlessly integrated throughout the courses in our Institution. It has widened the range of employment and entrepreneurship opportunities opened to individuals of all the genders, through Placement Cell. It helps in overcoming the social challenges against women. It creates a mindset of diversity, equity and inclusion. Activities like awareness programs, counseling sessions, lecture sessions, competitions, seminars, workshops, interactive sessions, panel discussions, entrepreneurship development programs, celebration of International Women's Day etc. are conducted throughout the year. All these initiatives and programs are envisioned in order to promote equity among the genders and to overcome all kinds of discrimination, stereotypes and biases in the college and the society at next level.



Vidyavardhaka Sangha (R), Mysuru
VIDYAVARDHAKA FIRST GRADE COLLEGE

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GENDER AUDIT REPORT

2023-24

PREPARED BY

VVFGC

Gender Audit Report Summary-2023-24

Prepared by

"SHRI SHAKTHI"

Women Empowerment Cell.

VIDYAVARDHAKA FIRST GRADE COLLEGE

PREFACE

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.

VIDYAVARDHAKA FIRST GRADE COLLEGE

Objectives of Gender Audit

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

Gender Policy

- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell and Women Harassment Prevention Cell

Introduction

Gender Audit Team reviewed and analyzed the operating environment and context of Vidyavardhaka First Grade College, Mysore. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different.

The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided 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 spirit of adventure. This unit focuses on outstanding achievements of the girls. The unit always motivates girls for their social responsibilities.

Anti-ragging Committee and Women Harassment Prevention Cell are formed in the college. These committees arrange lectures of social workers to aware the girls for their privileges and duties. In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Yuva Dasara and Youth Festival and various competitions gives name and fame to both to college and to themselves.

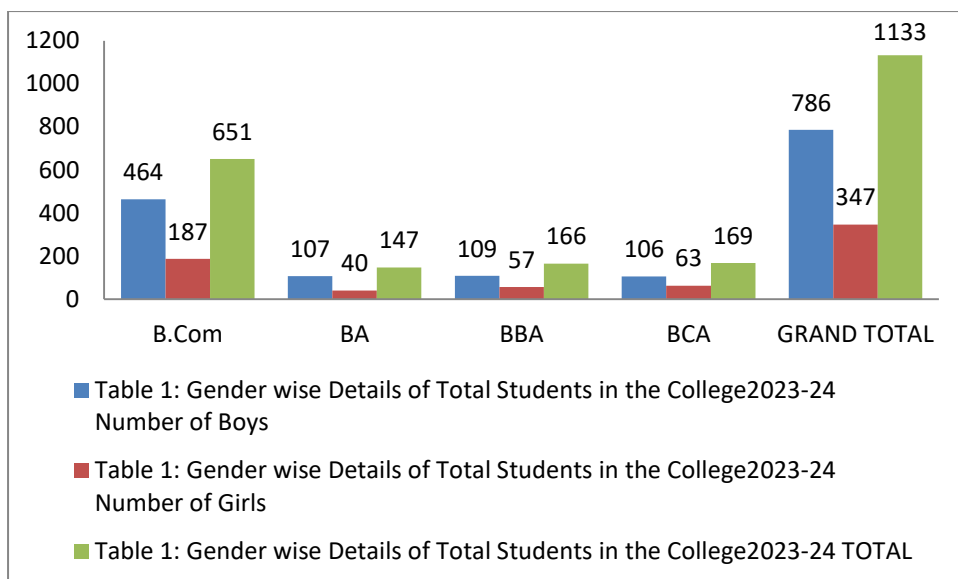
The analysis of the responses of students with regard to program planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programs of the college is adequate.

Data Analysis

Table 1: Gender wise Details of Total Students in the College-2023-24

Course	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

Gender wise Details of Total Students in the College-2023-24



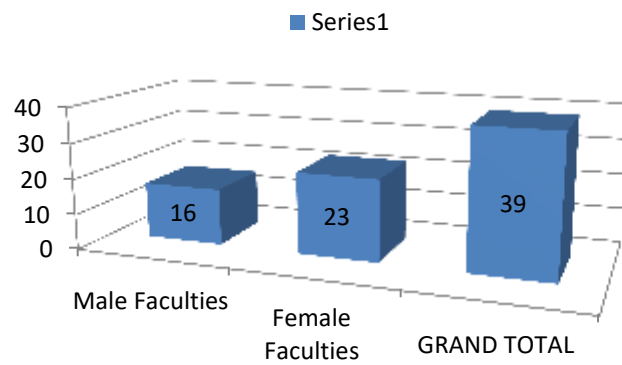
Interpretation: The number of Boys and Girls from B.Com. are 464 and 187, number of Boys and Girls from BA are 107 and 40, number of Boys and Girls from BBA are 109 and 57 & number of Boys and Girls from BCA are 106 and 63, Overall strength of Boys and Girls are 786 and 347.

Table:2 Gender wise Details of Teaching staff in College

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

Gender wise Details of Teaching staff in College

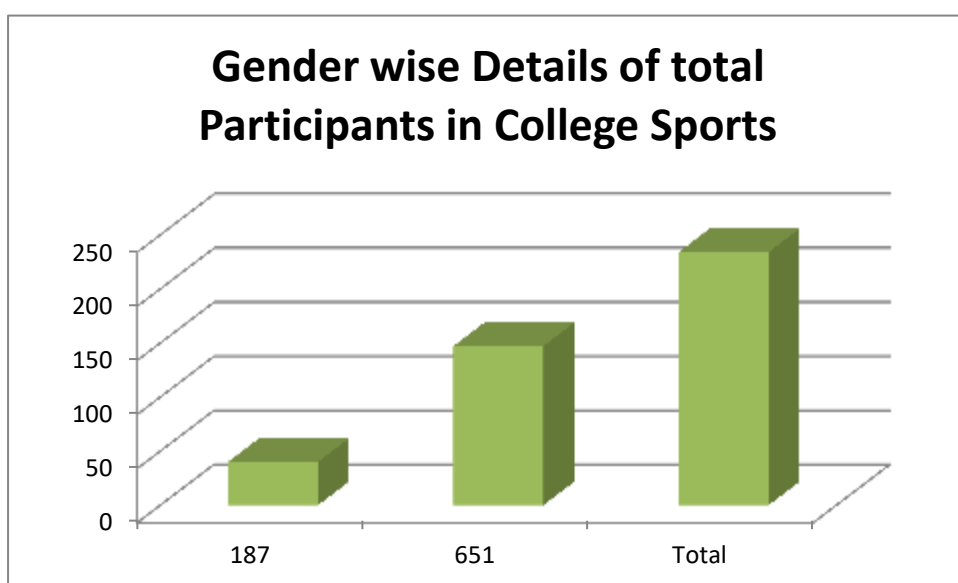
Gender wise Details of Teaching staff in College 2023-24



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

Table:3 Gender wise Details of total Participants in College Sports

S.No.	Year	Male	Female	Total
1	2023-24	156	78	234



Salient Findings

- Students strength particularly Boys strength is high in UG programs
- The participation of girls in cultural activities is higher than 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

Suggestions

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

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



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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	
Smt. LAVANYA S Asst. Prof	: Member	
Smt. PREETHI P Asst. Prof	: Member	
Dr. P K GOVARDHAN Asst. Prof	: Member	
Sri RAMESH V Head Clerk	: Member	
Smt. SUNITHA P Office Staff	: Member	
Advocate	: Legal Officer	

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