



GENDER AUDIT

KLE Society's
SVS. Bellubbi Arts and Commerce College, Saundatti



Dr. N.A.Koujageri
Assistant Professor
Department of Economics

**GENDER AUDIT OF KLE'S SVS BELLUBBI COLLEGE
2016-17 TO 2020-21**

Table of Contents

SL.NO	Sections	Pages
01	Acknowledgement	02
02	Introduction	03
03	Gender Sensitive Features of College	03
04	Gender Policy	04
05	Objectives of Gender Audit	04
06	Methodology for Gender Audit	04
07	Gender Parity Among Stakeholders	4-12
08	Enabling Infrastructure	13-19
09	Institutional Mechanism for Gender Equity	20-28
10	Reflection of Gender in Syllabi of the College	29
11	Salient Findings	30
12	Suggestions	30
13	Conclusion	31

ACKNOWLEDGEMENT

I sincerely thank, Dr. Prabhakar B. Kore , Honourable Chairman, KLE Society Belgaum, Shri Virrupasi K. Mamani Chairman of LGB of the College, and Prof. Maruti A. Dombar Principal KLE's SVS Bellubbi College for their gender sensitive and initiative to conduct Gender Audit of the College. I sincerely thankful to Dr. S.T.Bagalkoti Professor, Dept of Economics, Karnatak University Dharwad for his Valuable Guidance to conduct Gender Audit and I am also thankful to Dr. N.R.Savatkar Coordinator NAAC, Dr.Arundhati F.Badami Co-ordinator IQAC, for showing trust on conducting Gender Audit of the College for the year 2016-2017 to 2020- 2021.

I am also obliged towards all the Department/Committees, administrative sections, hostel for their cooperation in providing necessary data. Shri. Vijaykumar Meeshi Head of the English Department, Shri. Shivanand M. Holi, Shri. Ramareddy. K, Shri. M.J.Hadagali, Smt. Afreen Hallur and Smt. Gouramma.K. Akki, I thank all of them for their consistent efforts and their contribution.

Conducting Gender Audit of the college is a stupendous task, which is not possible without team work. I am grateful to all those who contributed directly and indirectly. We have made sincere effort in conducting Gender Audit very objectively, although it was an in house exercise.



A handwritten signature in blue ink, appearing to read 'Nellu'.

Dr. N.A.Koujageri
Assistant Professor
Head of the Economics Department

Gender Audit Report

I. Introduction:

KLE Society's Bellubbi Arts & Commerce College had this prosperous revolutionary legacy. The college decided to conduct Gender Audit for its fourth reaccreditation on this rich background. Moreover the authorities of college, sensitive towards gender justice, were eager to conduct Gender Audit. Gender Audit is a tool of mainstreaming gender. It allows institutions like college to take a review of their organisational culture which discriminate against women beneficiaries. Gender Audit establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

The process of collecting the data from different departments, sections, units began well in advance. Once data collection was over, we arranged & analyzed the data sequentially highlighting gender balance among stake holders, enabling infrastructure, reflection of gender studies is syllabi, institutional mechanism for gender equity, gender balance in research, gender sensitive policy & rules, incentives for gender equity, etc. Subsequently gender sensitive features of the college are discussed. Quantifiable conclusions are drawn & recommendations are made so that the institution can further carry forward its initiatives of gender equity. We hope that our college will continue its endeavour to make the Bellubbi College a gender sensitive institute.

II. Gender Sensitive Features of College

The college is situated in rural area and this town is famous for Yallamma deity which is famous pilgrimage in north Karnataka. In this area people have higher respect for women and naturally women harassment cases are almost nill in this area as well as in the college campus. Inheriting this legacy the Bellubbi College has a strong ideological base of Social and gender equality.

Following are the Gender Sensitive features of College

Having a huge campus, security is one of the greatest challenges. But through a network of security personal and CCTV Cameras college has assured a safe and healthy atmosphere. Any unwarranted incident especially related to women's safety is curtailed through this mechanism. More than 80% of girl's students are admitted for B.A and B.Com progrmas, one Ladies hostel on the campus, which paves the way for easy access to women's education. No female student is denied admission to ladies hostel, as non availability of hostel may deter the parents from continuing their daughter's education.

To address the health issues both physical & psychological of all stakeholders, especially female faculties and students, a medical officer are available at health Centre. There are 10 Departments and 19 committees in the college. Among them 04 Departments and Important Committees Chairs are headed by women. This sows the women participation in administration in the college campus. Strong Grievance redressal system is an important feature of the college. Besides very active Women Empowerment Cell and Grievance Committee, where any student and faculty can appeal for justice, the college has Anti

Ragging Committee and women empowerment cell to maintain healthy and fearless atmosphere. Both these Committees are organizing awareness programs.

SVS Bellubbi college has taken a path breaking decision of drafting a Gender Policy. This Policy document guides all the college stakeholders while formulating policy, taking decision, recruiting the staff, creating infrastructure etc. This is a guiding document to bring about gender parity at the institute.

II. Gender Policy

- ✓ There shall not be any kind of discrimination on the basis of gender
- ✓ The institution shall provide equal opportunity for all gender
- ✓ Freedom for all genders to express of free and fair opinion
- ✓ There must be an accessible, active, unbiased and confidential grievance redressal cell
- ✓ The institute shall arrange effective measures for the safety and security of all gender

IV. 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

V. Methodology for Gender Audit

- Planning
- Collection of Data
- Tabulation and analyse the data
- Draft Report
- Final Report

VI. Gender Parity Among Stakeholders

Bellubbi College, being a responsible institute imparting educating has many stake holders. These are as follows:

- I. Students admitted to the regular Programs of the college
- II. Students admitted to the B.A Programme
- III. Students admitted to the B.Come Programme
- IV. Teachers working in College Departments
- V. Women Heads
- VI. students admitted to NCC
- VII. Students admitted to NSS
- VIII. Students Participation in Sports

Following are the details of gender parity (Male- Female ratio) among all these stakeholders.

VI. Students admitted to the regular Programs of the college

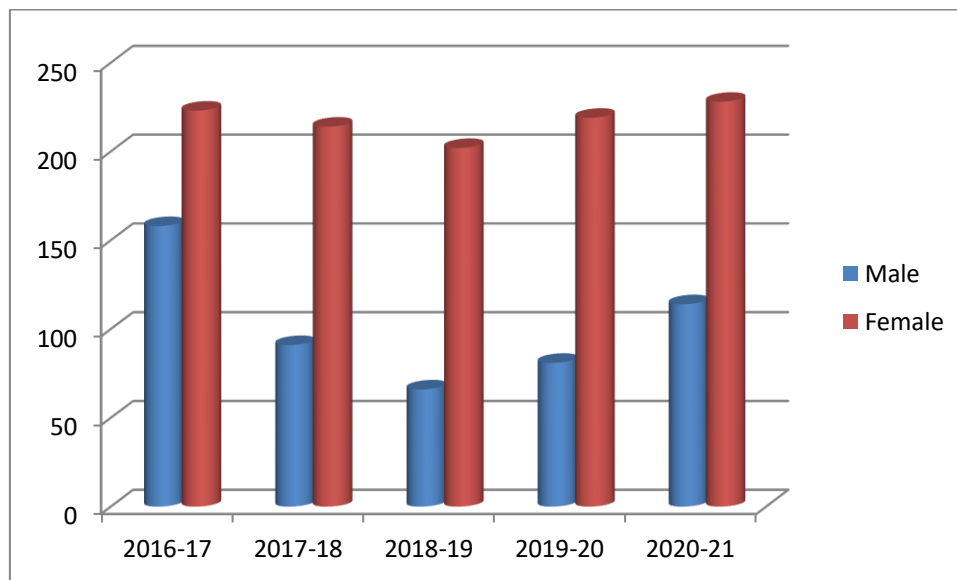
The college provides B.A and B.Com programmes. The below statistics give the details of male female student ratio in the college

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

Year Wise Gender Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male %	Female%
2016-17	158	223	381	41.47	58.53
2017-18	91	214	305	29.84	70.16
2018-19	66	202	268	24.63	75.37
2019-20	81	219	300	27.00	73.00
2020-21	114	228	342	33.33	66.67
Total	510	1086	1596	31.95	68.05

The above data shows that female students are dominating during the assessment period.

Figure 1: Gender wise Details of Total Students in the College



The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased year by year it is increase 8.14% is found to be there with boy's population as compared to base year.

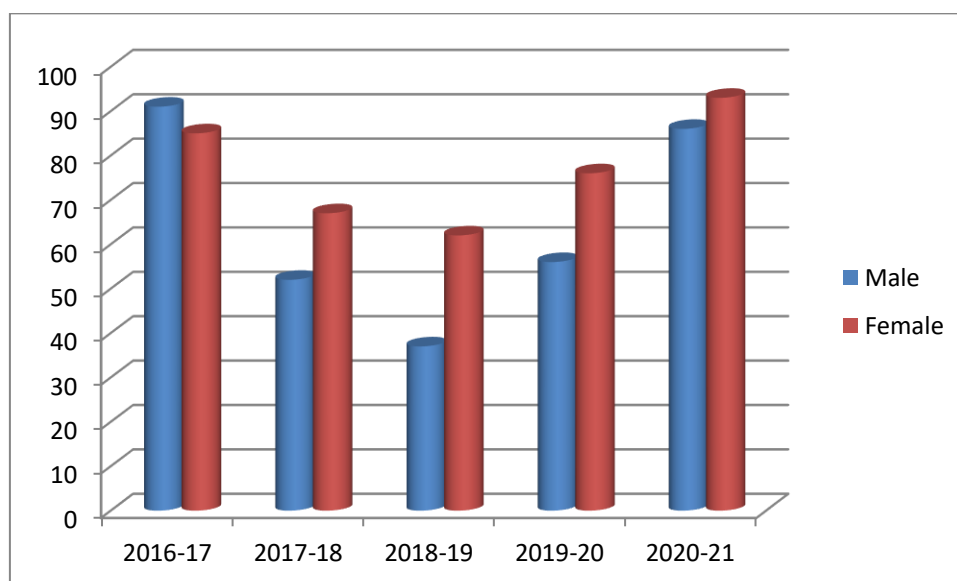
VI.2. Students Admitted to the B.A Programs in the College

The below statistics give the details of male female student ratio in the B.A programme

Table: 2 Gender wise Details of Total Students in B.A

Year Wise Gender Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male %	Female%
2016-17	91	85	176	51.70	49.30
2017-18	52	67	119	43.70	56.30
2018-19	37	62	99	37.37	63.63
2019-20	56	76	132	42.42	58.58
2020-21	86	93	179	48.04	51.96
Total	322	383	705	45.67	54.32

Figure: 2 Gender wise Details of Total Students in B.A



The 3.66% increase found in total number of students reflected here also. The number of boys in arts subjects slightly increased as compared to previous years.

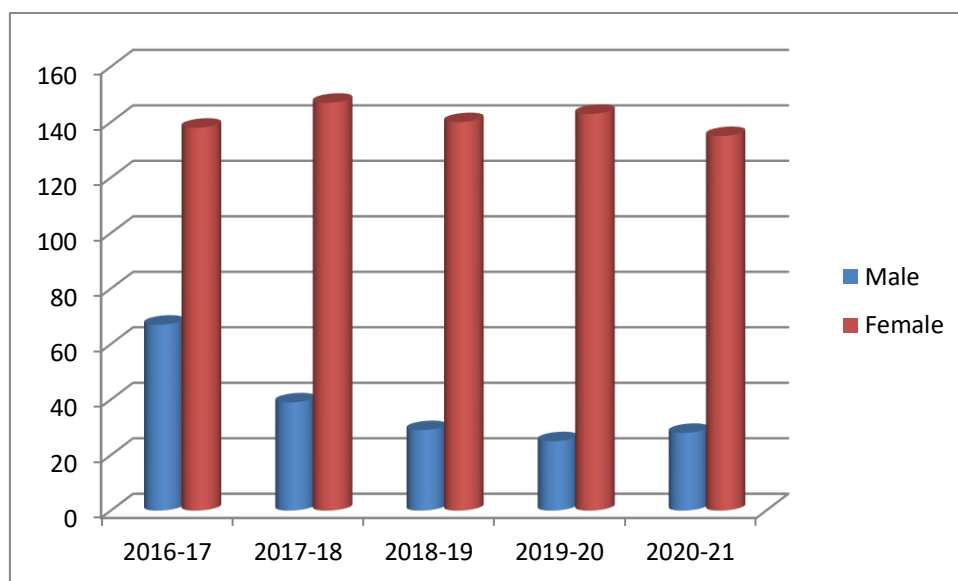
VI.3. Students admitted to the B.Com Programme.

The below statistics give the details of male female student ratio in the B.com programme

Table: 3 Gender wise Details of total students in B.Com

Year Wise Gender Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male %	Female%
2016-17	67	138	205	32.68	67.32
2017-18	39	147	186	20.97	79.03
2018-19	29	140	169	17.16	82.84
2019-20	25	143	168	14.88	85.12
2020-21	28	135	163	17.18	82.82
Total	188	703	891	21.09	78.90

Figure: 3 Gender wise Details of Total Students in B.Com



In commerce the 15.51% increase found in total number of students reflected here also. The number of boys in commerce is decreased as compared to previous years.

VI.4 Teachers Working in College Departments

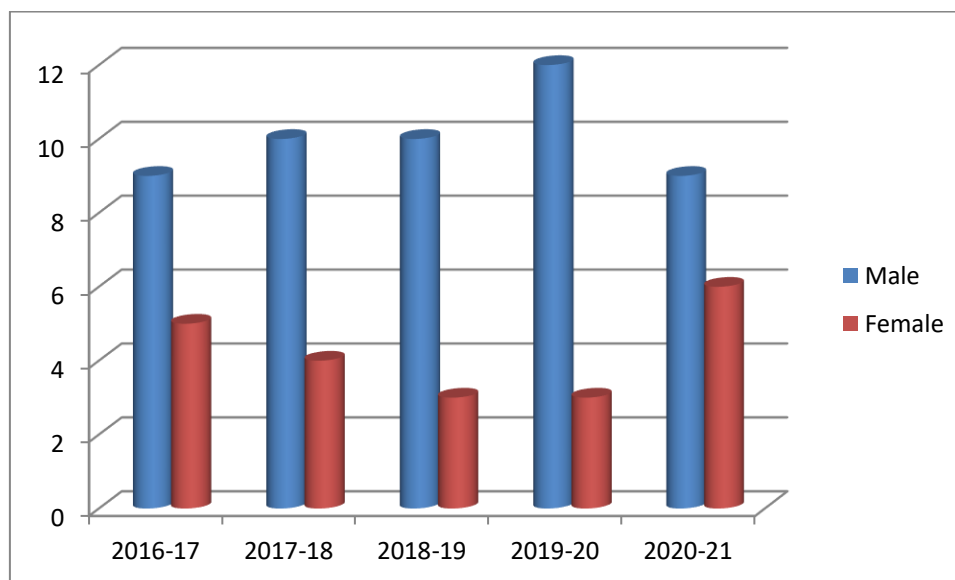
The below statistics give the details of male female teaching staff ratio in the college

Table: 4 Gender wise Details of Teaching staff in College

Year Wise Gender Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male %	Female%
2016-17	09	05	14	64.29	35.71
2017-18	10	04	14	71.43	28.57
2018-19	10	03	13	76.92	23.08
2019-20	12	03	15	80.00	20.00
2020-21	09	06	15	60.00	40.00
Total				70.42 : 29.58	

The above table of teaching staff male female ratio in college as a whole shows that the ratio is 70.42:29.58 i.e. there is dominance of male teaching staff. The institution has to take appropriate measures to get the female staff appointed.

Figure:4 Gender wise Details of Teaching staff in College



The total number of female teaching staff is less as compares to male. This proves that Women are empowering as time travels. It's also a need of Institution to have more Female teachers with more girl students.

VI.5. Women Heads/ Coordinators

Following Department and Committees are headed by women.

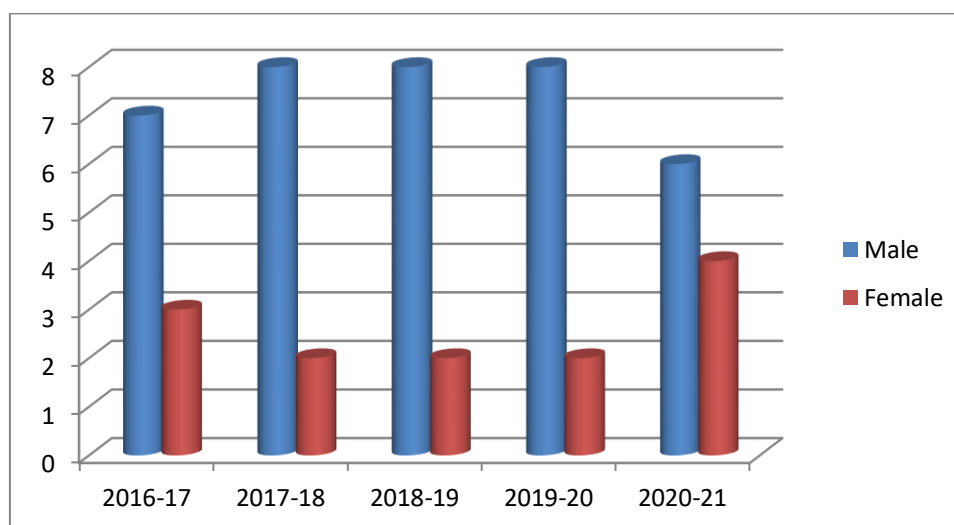
1. IQAC
2. Commerce
3. Computer
4. Political Science
5. Library
6. Women Empowerment Cell
7. Anti Raging Committee

Table: 5 Gender wise Details of total HODs in College

Year Wise Gender Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male %	Female%
2016-17	7	3	10	70.00	30.00
2017-18	8	2	10	80.00	20.00
2018-19	8	2	10	80.00	20.00
2019-20	8	2	10	80.00	20.00
2020-21	6	4	10	60.00	40.00
Total				74.00 : 26.00	

There are 10 Departments in the college among them 04 Departments are headed by female. And there are 19 committees in the college, among them more than 50% of committees are headed by women and IQAC chaired by women. This has brought sea change in college administration.

Figure:5 Gender wise Details of total HODs in College



The total number of female HoDs is less as compares to male HODs. Since three years the ratio is fixed. 10% increasing as compared to previous years.

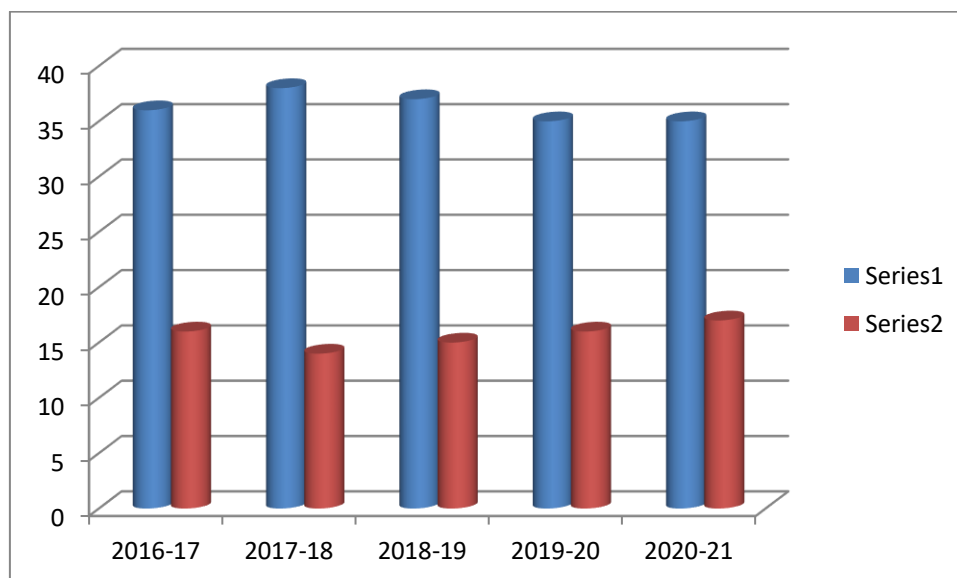
VI.6. Students Admitted to NCC

Table: 6 Gender wise Details of total students in NCC.

Year Wise Gender Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male %	Female%
2016-17	36	16	52	70.00	30.00
2017-18	38	14	52	80.00	20.00
2018-19	37	15	52	80.00	20.00
2019-20	35	16	52	80.00	20.00
2020-21	35	17	52	60.00	40.00
Total				69.62 : 29.38	

College has a NCC unit and students from all the departments get enrolled and participate in the unit. The above data shows NCC male female students ratio in college as a whole. It shows that the ratio is 70:30.

Figure: 6 Gender wise Details of total students in NCC.



The number of students in NCC is fixed and it is always full

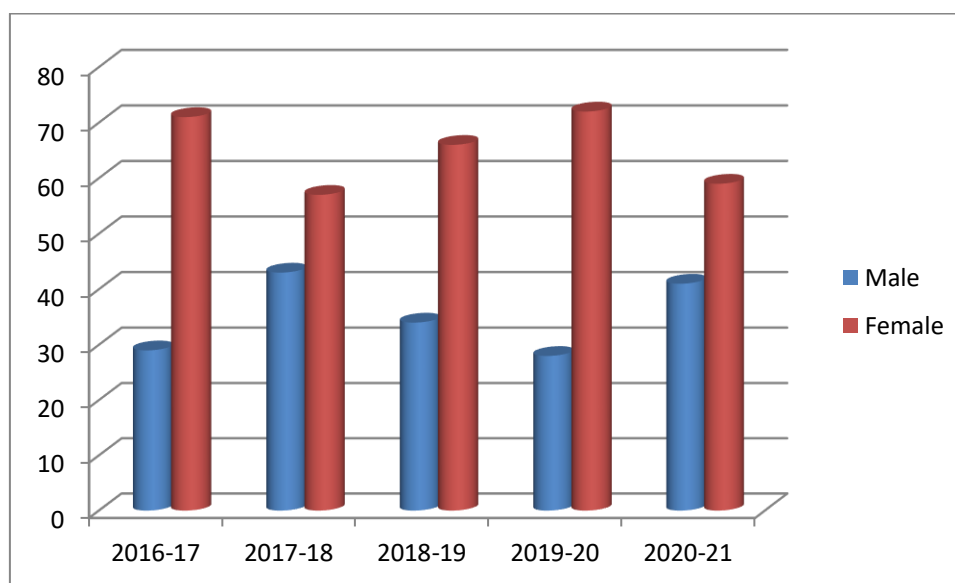
VI.7. Students Admitted to NSS

Table: 7 Gender wise Details of total students in NSS

SL.No	Year	Male	Female	Total	%M	%F
1	2016-17	29	71	100	29	71
2	2017-18	43	57	100	43	57
3	2018-19	34	66	100	34	66
4	2019-20	28	72	100	28	72
5	2020-21	41	59	100	41	59
Total					35.00 : 65.00	

College has a NSS unit and students from all the departments get enrolled and participate in the unit. The above data shows NSS male female students ratio in college as a whole. It shows that the ratio is 35:65. Thus it can be observed that there is equal awareness among male and female students about social responsibility.

Figure: 7 Gender wise Details of total students in NSS



The number of students is fixed at 100 for each year. The degree final year students are exempted. The selection of NSS volunteers are on the basis of their attitude towards selfless service to societal actions and also the ability to work in group is also considered. Its a matter of pride to see girls always excel in these activities.

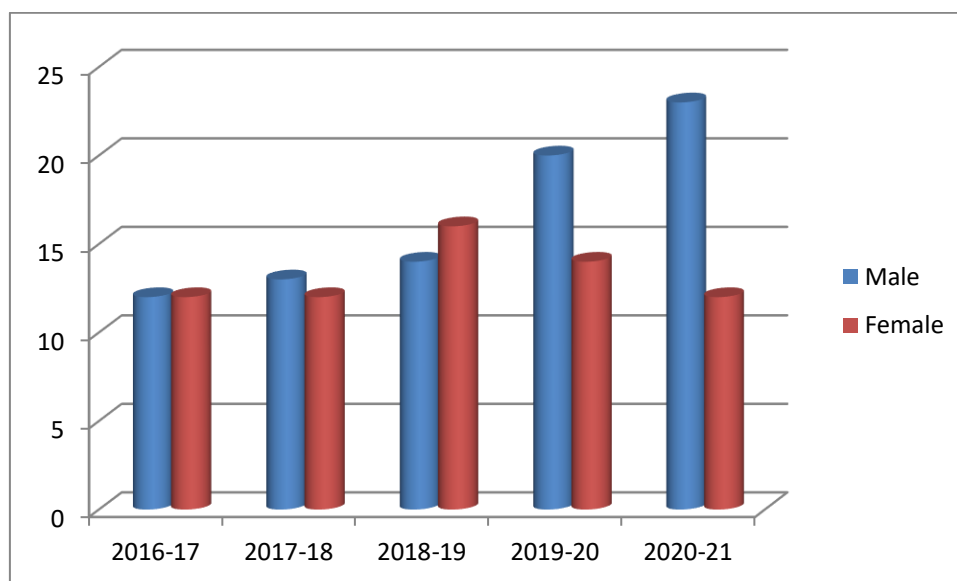
VI.8. Students Participants in Sports

Table: 8 Gender wise Details of total Participants in College Sports

SL.No	Year	Male	Female	Total	%M	%F
1	2016-17	12	12	24	50.0	50.0
2	2017-18	13	12	25	52.0	48.0
3	2018-19	14	16	30	46.7	53.3
4	2019-20	20	14	34	58.8	41.2
5	2020-21	23	12	35	65.7	34.3
Ratio					54.64 : 45.36	

College has a Sports and Gymkhana department and students from all the departments are participate in sports activities. The above data shows male female students ratio in college sports activities that the ratio is 54.64: 45.36.

Figure: 8 Gender wise Details of total Participants in College Sports



The sports competitions are male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too

VII. Enabling Infrastructure

Bellubbi College has very facilitating environment for education Especially for women. All the infrastructures of the college campus are gender friendly. If it is assessed on the basis of availability of washrooms, ladies reading room, cleanliness, security etc. this becomes very clear.

I. College equipped with Clean Ladies Washrooms for faculties and students

II. 24/7 Security and CCTV Cameras

III. Ladies Rest Room

IV. Ladies Reading Room

V. Ladies Hostel

VI. Gym

VII. Anti- Ragging and Anti – Sexual Harassment Cell

VIII. Women Empowerment Cell

Security:



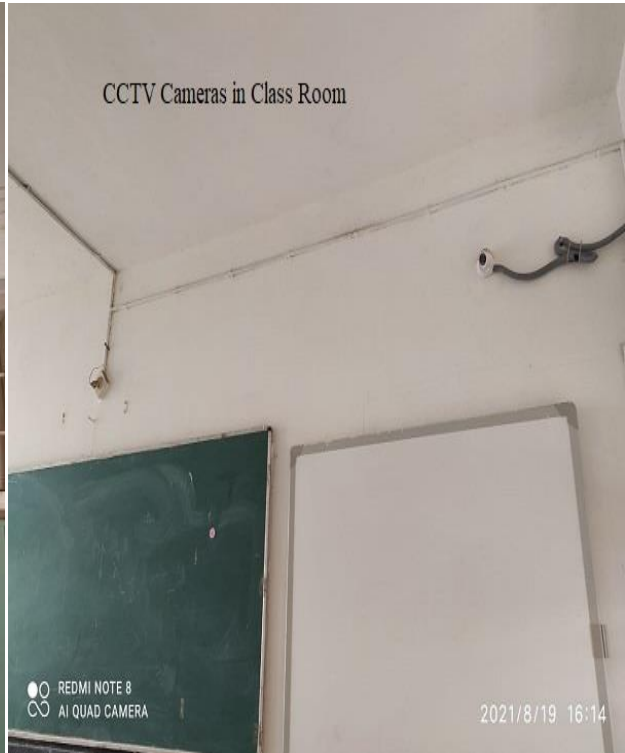
Women's Hostel:



Washroom:



CCTV Cameras:



Sports Participation:



NCC:



NSS:



VIII. Institutional Mechanism for Gender Equity:

The college has following cells which deal with gender issues and women empowerment.

- Women Empowerment Cell
- Anti- Ragging and Anti – Sexual Harassment Cell
- Readressal Cell
- Placement Cell
- Beti Bachao Abhiyan
- Counselling Facilities

Similarly above committees are in place, for creating healthy and fearless atmosphere on the campus



Awareness Programs:



Women Empowerment Cell:



Training Programmes:



Colours Day:



Culture:



Health Care:



Following Departments have also organised gender specific programs.
They are as follows:

1. Department of Kannada
2. Department of English
3. Department of History
4. Department of Economics
5. Department of political Science
6. Department of Sociology
7. Department of Commerce





IX. Reflection of Gender in Syllabi of the College

Gender biases in societal practises and policies have resulted in gender inequalities. It is believed that knowledge seeks to develop sensitivity to social Diversity and gender equality. In this context Rani Chennamma University has been taking initiatives in incorporating Gender issues in the syllabi. Following are the courses in which gender is reflected.

Economics:

Demographic features, Human Development Index – HDI, and Gender Development Index-GDI, Poverty- Meaning, extent and causes. Unemployment- Meaning, types and extent. Causes for Rural unemployment. Demographic Features – Size, Sex Ratio, Density of population, Literacy. Causes for increase – Effects, - Population policy. Women and Child Development programmes –. SHGs and Micro finance.

Political Science Optional:

Liberty: Meaning and kinds of Liberty, Equality:, Meaning Importance and kinds of equality, Rights : Meaning ,importance, kinds of Rights Natural Theory of Rights Law : Meaning Importance and kinds of Law Justice : Meaning, and Kinds- John Rawls theory of Justice

Sociology:

Women Studies in India, Sex and Gender, Feminism, Gender Theories, Problems of Women, Empowerment of Women in India, Family in India, Marriage among Hindus, Muslims, and Christians, Divorce, Jyotibha Pule: Welfare of Weaker Sections

Commerce:

Women and rural entrepreneurs – choice of ownership form for small enterprises.

X. Salient Findings:

- Students strength particularly girl's strength is high in both arts and commerce Programmes
- Girl's enrolment is more than that of boys in most of the classes.
- Success rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boys
- There is no female administration staff in the college
- In sports the participation of boys is more than that of girls.
- In regular teaching staff the strength of females are lesser than male

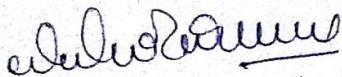
XI. Suggestions:

- 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

- Organise more sports programmes on a regular basis.
- More awareness program on Legal rights
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students

XII. Conclusion:

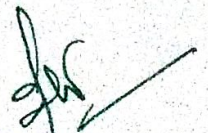
The study found that gender equity goals and objective are included in all the policies, Programmes of the college and staff also reported that they have solved related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by Management, staff of the college and they do have gender sensitive behaviour. The college is situated in rural area and this town is famous for Yallamma deity which is famous pilgrimage in north Karnataka. In this area, people have higher respect for women and naturally women harassment cases are almost nil in this area as well as in the college campus. Doubtless, the enrolment of girls in all section of society is increasing and there is no gender issues complaints. As we observed in the study with the strong will power and commitment to gender justice, the college would certainly make a mark in the country.



IQAC

**K.L.E. Society's S.V.S. Bellubbi
Arts & Commerce College, Saundatti**





PRINCIPAL

**K.L.E. Society's S.V.S. Bellubbi
Arts & Com College, Saundatti.**