



GENDER AUDIT

**BANKATLAL RAJARAM BOOB COLLEGE OF COMMERCE COLLEGE,
RAICHUR.**



**Gender Audit of BRB College of Commerce, Raichur
2018-19 to 2022-23**


Co-Ordinator
I.Q.A.C.

B.R.B. College of Commerce, RAICHUR


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AKNWOLEDGEMENT



I sincerely thanks Sri Parasmal Sukhani, Honourable President of the Taranath Shikshana Samsthe, Sri C A S. Venkatakrishnan Chairman NAAC Committee and Academic of TSS group of Institutions ,Sri Ram Boob Chairman BRB College of Commerce Sri CA Chetan Dhoka Secretary MC BRB College Dr. Sheela kumaridas Principal BRB College of Commerce, or their to conduct Gender Audit. I sincerely thankful to Poojitha K Vice - Principal and Iam thankful to NAAC Coordinator Sri Sandeep Kharbhari for showing Interest on conducting gender audit of the college from the year 2017-18 to 2021-22.

Iam also grateful to all departments,committees and hostels for their cooperation in providing neseccary data and Iam also thankful to Dr Sham Gaikwad, Sri Sampath Angadi V Dr. Nikhil Belavadi and office staff for their consistent efforts and Contribution.

Conducting gender audit of the college is stupendous task which is not possible Twithout team work. Iam greatfull to all those who contributed directly or indirectly. We have made sincere efforts in conducting gender audit very objectively although it was an in house exercise.



TIPPANNA

Department of Economics
BRB COLLEGE OF COMMERCE



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Gender Audit Report



I. Introduction:

Taranath Shikshana Samsthe's Bankatalal Rajaram Boob College of Commerce 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 are sensitive towards gender justice, we are eager to conduct Gender Audit. Gender Audit is a tool of mainstreaming gender. It allows institutions like college to take a review of their organizational 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 is 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 endeavor to make the B.R.B College a gender sensitive institute.

II. Gender Sensitive Features of College

The college is situated in urban area and this town is famous in India for Produce Cotton and Paddy production. 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. Inheriting this legacy the B.R.B College has a strong ideological base of Social and gender equality.

Following are the Gender Sensitive features of College

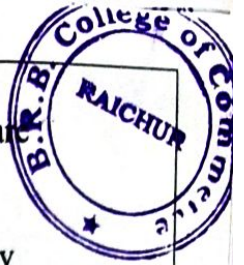
Having a widespread campus, security is one of the greatest challenges. But through a network of security personnel and CCTV Cameras college has assured a safe and healthy atmosphere. Any unwarranted incident especially related to women's safety is curtailed through this mechanism. More than 65% of girl's students are admitted for B.Com programmes. The Ladies hostel in 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 their 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 Health Check up is Conducted Once a Year at health Centre. There are 10 Departments and 19 committees in the college. Among them 04 Departments and Important Committees are headed by women. This shows the women participation in administration in the college campus. Strong Grievance redressal system is an important feature of the college. Besides there exists a 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

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Government cell to maintain healthy and fearless atmosphere. Both these Committees are organizing awareness programs.



B.R.B 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.

III. 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 analyses the data
- Draft Report
- Final Report

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Gender Parity among Stakeholders

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



- I. Students admitted to the B.Com and M.Com Programme
- II. Teachers working in College Departments
- III. Women Heads
- IV. students admitted to NCC
- V. Students admitted to NSS
- VI. Students Participation in Sports

VI.1 Students Admitted to the B.COM and M.Com Programs in the College.

The below statistics give the details of male female student ratio in the B.COM and M.Com programme.

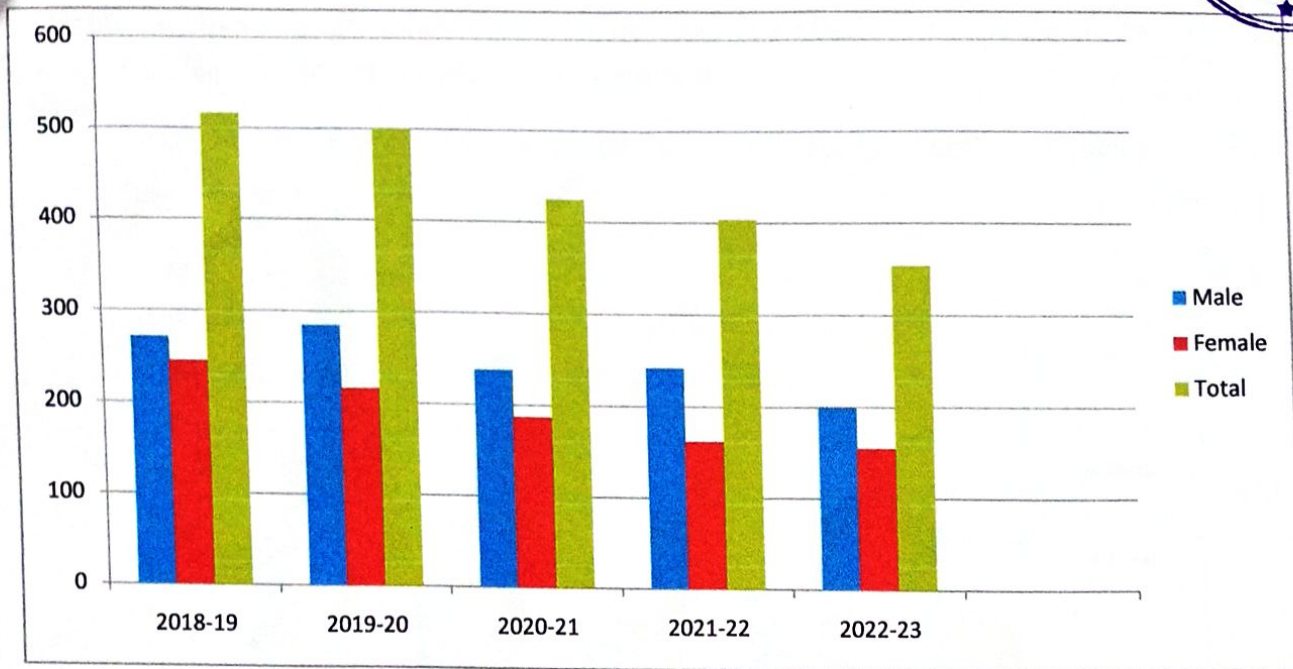
Table 1 Gender wise details of total students in B.Com and M.Com programme

| Year | Year wise Gender Ratio | | | | |
|--------------|------------------------|------------|-------------|--------------|--------|
| | Number of students | | | Ratio | |
| | Male | Female | Total | Male | Female |
| 2018-19 | 271 | 245 | 516 | 52 : 48 | |
| 2019-20 | 285 | 216 | 501 | 57 : 53 | |
| 2020-21 | 238 | 187 | 425 | 55 : 45 | |
| 2021-22 | 242 | 162 | 404 | 60 : 40 | |
| 2022-23 | 199 | 155 | 354 | 56:44 | |
| TOTAL | 1235 | 965 | 2200 | 56:44 | |


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Figure 1 Gender wise details of total students in B, Com programme



In commerce the Male ratio increase from nearly proportionate to female found in total number of students reflected here also. The number of Girls Ratio in commerce gradually decreased as compared to previous years.

VI.2 Teachers Working in College Departments

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

Table: 2 Gender wise Details of Teaching staff in College

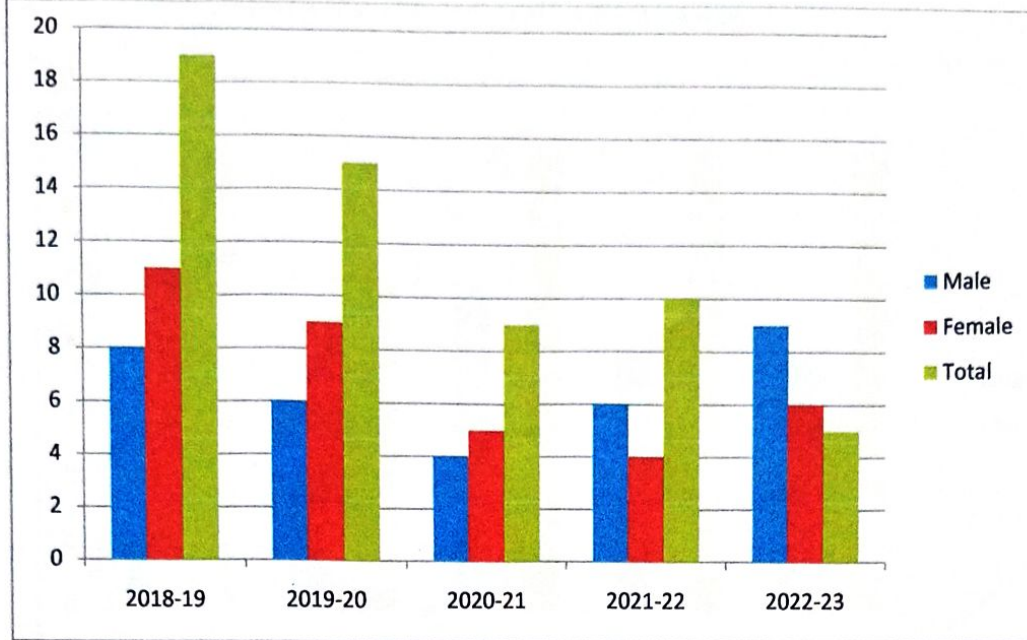
| Year | Year wise Gender Ratio | | | Ratio | |
|--------------|------------------------|-----------|-----------|--------------|--------|
| | Number of students | | | Male | Female |
| | Male | Female | Total | | |
| 2018-19 | 08 | 11 | 19 | 42:58 | |
| 2019-20 | 06 | 09 | 15 | 40:60 | |
| 2020-21 | 04 | 05 | 09 | 44:66 | |
| 2021-22 | 06 | 04 | 10 | 60:40 | |
| 2022-23 | 09 | 06 | 15 | 60:40 | |
| TOTAL | 33 | 35 | 68 | 48:52 | |

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The above table of teaching staff male female ratio in college as a whole shows that the ratio is 44:66 i.e. there is dominance of Female teaching staff. The institution has to take appropriate measures to get the Male staff appointed.

Figure: 2 Gender wise Details of Teaching staff in College



VI.3. Women Heads/ Coordinators

Following Department and Committees are headed by women.

- | | |
|-------------------|-------------------------|
| 1. Principal | 5. Computer Application |
| 2. Vice-Principal | 6. Librarian |
| 3. Kannada | 7. Hostel Warden |
| 4. Hindi | 8. SWO |

Table: 3 Gender wise Details of total HODs in College

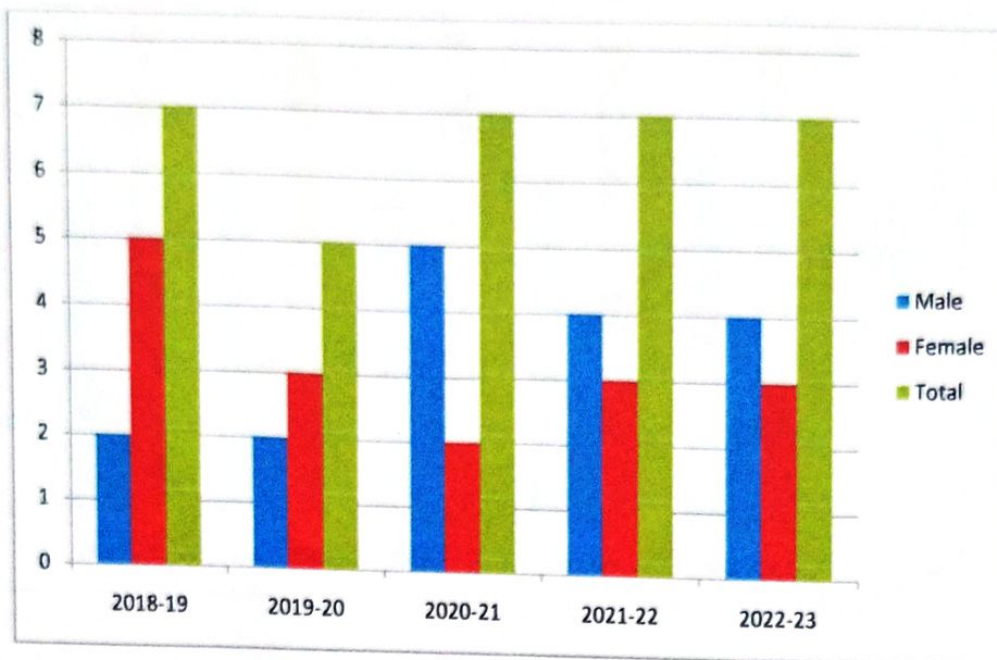
| Year | Year wise Gender Ratio | | | Ratio | |
|---------|------------------------|--------|-------|-------|--------|
| | Number of students | | | Male | Female |
| | Male | Female | Total | | |
| 2018-19 | 02 | 05 | 07 | 29:71 | |
| 2019-20 | 02 | 03 | 05 | 40:60 | |
| 2020-21 | 05 | 02 | 07 | 71:29 | |
| 2021-22 | 04 | 03 | 07 | 57:43 | |



| | | | | |
|--------------|-----------|-----------|-----------|--------------|
| 2022-23 | 04 | 03 | 07 | 57:43 |
| TOTAL | 15 | 18 | 33 | 45:65 |

There are 07 Departments in the college among them 03 Departments are headed by female. And there are 19 committees in the college, among them more than 50% of committees are headed by women. This has brought sea change in college administration.

Figure:3 Gender wise Details of total HODs in College.



The total number of Male HoDs is less as compares to Female HODs. Since two years the ratio is fixed. 25% increasing as compared to previous years. Over view Female Dominating.

VI.4. Students Admitted to NCC:

Table: 4 Gender wise Details of total students in NCC.

| Year | Number of students | | | Ratio | |
|---------|--------------------|--------|-------|-------|---------|
| | Male | Female | Total | Male | Female |
| 2018-19 | 42 | 14 | 56 | 75% | : 25% |
| 2019-20 | 37 | 19 | 56 | 66.1% | : 33.9% |
| 2020-21 | 38 | 18 | 56 | 67.9% | : 32.1% |
| 2021-22 | 40 | 16 | 56 | 71.5% | : 28.5% |
| 2022-23 | 43 | 13 | 56 | 77 | : 33 |
| | 200 | 80 | 280 | 71% | : 29% |

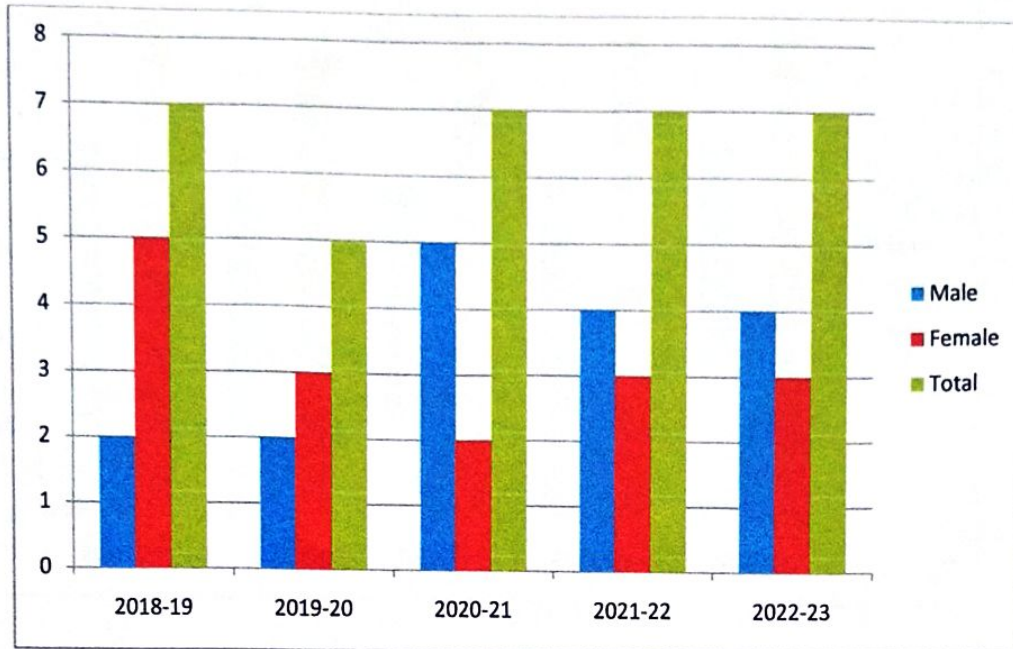
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| | | | | |
|--------------|-----------|-----------|-----------|--------------|
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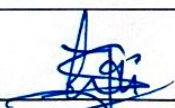


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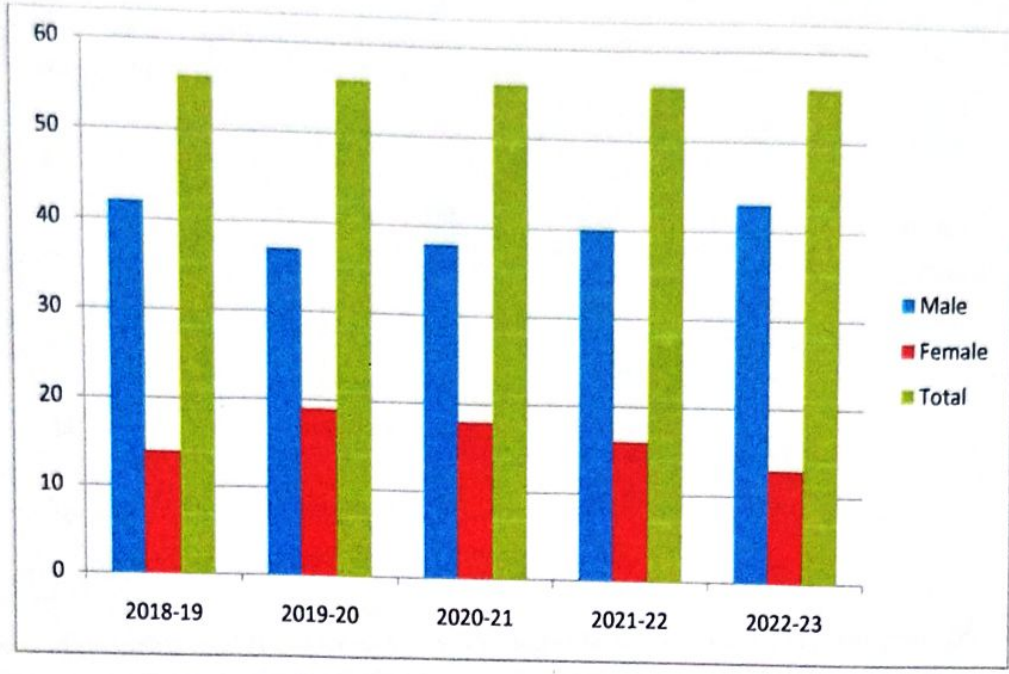

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College has a NCC unit and students from all the departments get enrolled and participate in the unit. The above data shows NCC male female students ratio in college as a whole. It shows that the ratio is 71:29.

Figure: 4 Gender wise Details of total students in NCC.



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

VI.5. Students Admitted to NSS

Table: 5 Gender wise Details of total students in NSS

| Year | Year wise Gender Ratio | | | Ratio | |
|--------------|------------------------|------------|------------|--------------|--------------|
| | Number of students | | | Male | Female |
| | Male | Female | Total | | |
| 2018-19 | 55 | 45 | 100 | Male | Female |
| 2019-20 | 56 | 44 | 100 | 75:25 | |
| 2020-21 | 71 | 29 | 100 | 55:45 | |
| 2021-22 | 67 | 33 | 100 | 56:44 | |
| 2022-23 | 51 | 49 | 100 | 71:29 | |
| TOTAL | 300 | 200 | 500 | 51:49 | 60:40 |

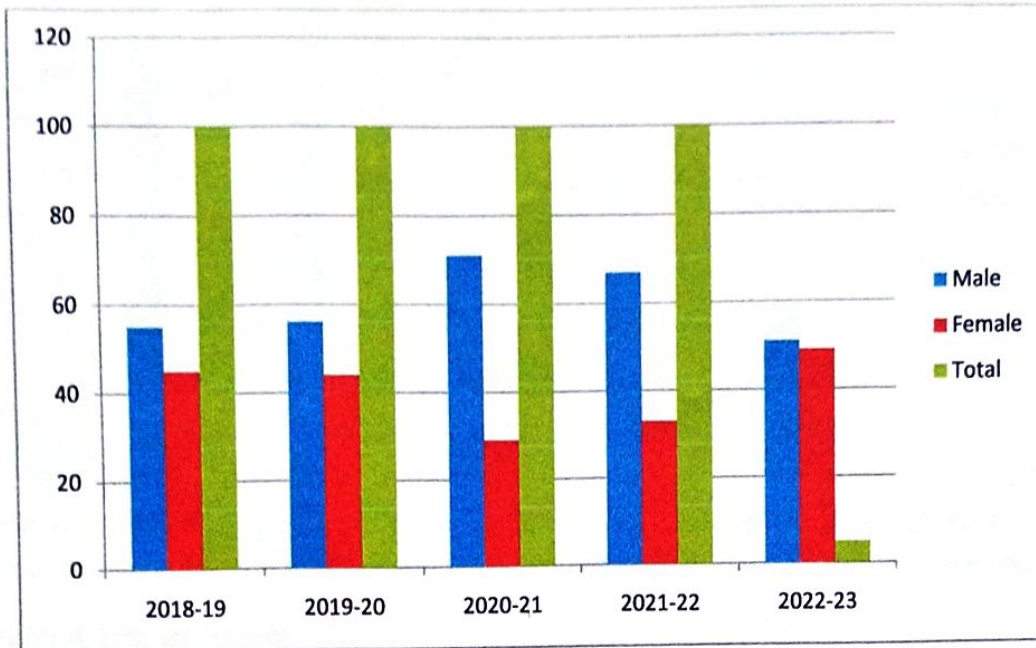
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College has a NSS unit and students from all the departments get enrolled and participate in the unit. The above data shows NSS male female students ratio in college as a whole. It shows that the ratio is 60:40 thus it can be observed that there is Proportionate awareness among male and female students about social responsibility.



Figure: 5 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. Proportionate awareness among male and female students about social responsibility

VI.8. Students Participants in Sports

College has a Sports department and students from all the departments are participate in sports activities. The below data shows male female students ratio in college sports activities that the ratio is 89:11

Table: 6 Gender wise Details of total Participants in College Sports

| SL.NO | Year | Male | Female | Total | %M | %F |
|--------------|---------|------------|-----------|------------|-----------|-----------|
| 1 | 2018-19 | 209 | 15 | 224 | 93 | 7 |
| 2 | 2019-20 | 202 | 22 | 224 | 90 | 10 |
| 3 | 2020-21 | 66 | 14 | 80 | 83 | 17 |
| 4 | 2021-22 | 39 | 19 | 58 | 67 | 43 |
| 5 | 2022-23 | 40 | 12 | 52 | 77 | 33 |
| TOTAL | | 556 | 72 | 628 | 89 | 11 |


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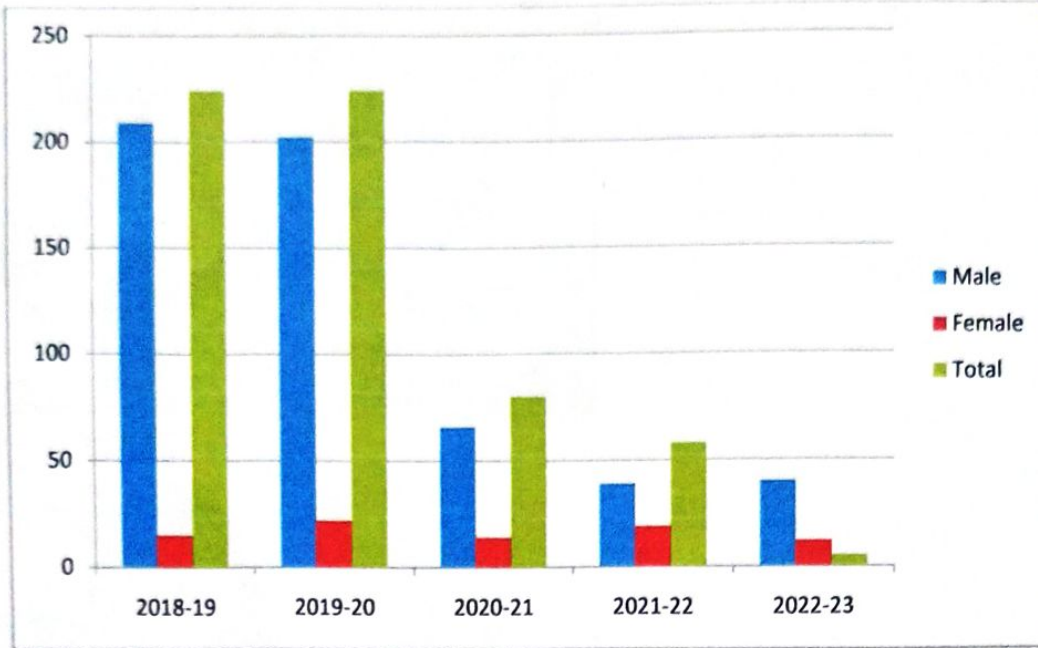

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Figure: 6 Gender wise Details of total Participants in College Sports



Above table depicted us the sports competitions are male dominating. Students willing to concentrate more on group Games but boys are involved both in athletics and other games.

VII. Enabling Infrastructure

BRB College has very facilitating environment for education Especially for women. All the infrastructures of the college campus is 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
- V. Ladies Hostel
- VI. Gym
- VII. Anti- Ragging and Anti – Sexual Harassment Cell
- VII. Women Empowerment Cell

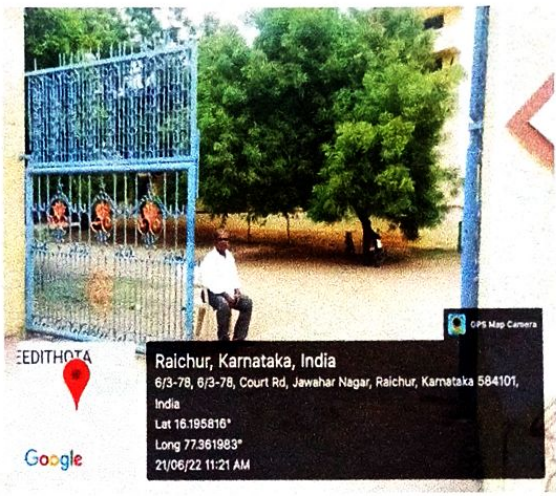
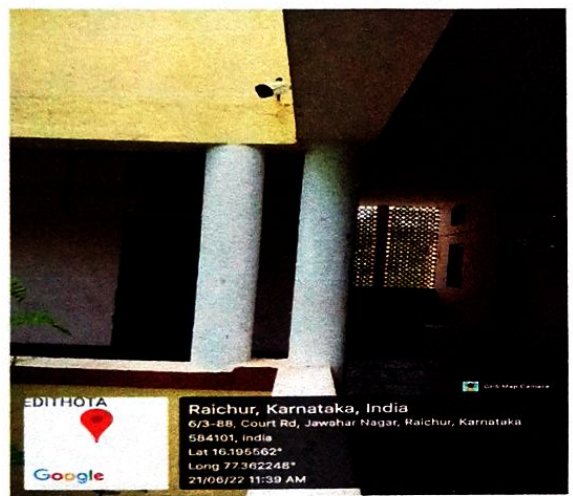
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Security Camera :



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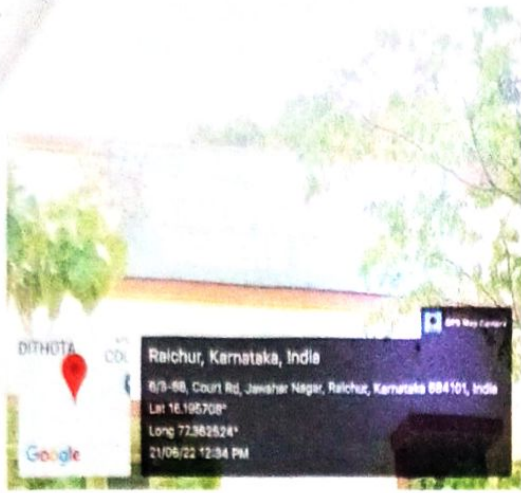
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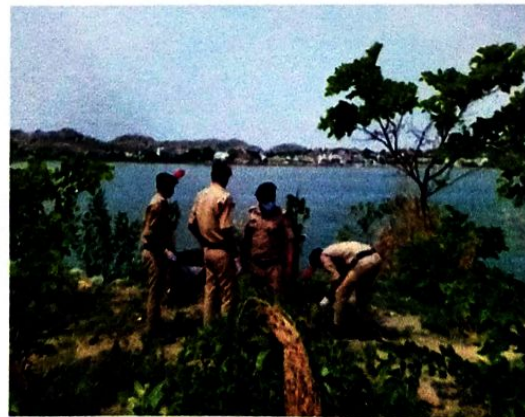
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Gallery:

NCC



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GPS Map Camera
Raichur, Karnataka, India
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Karnataka 584101, India
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Awareness Programs:

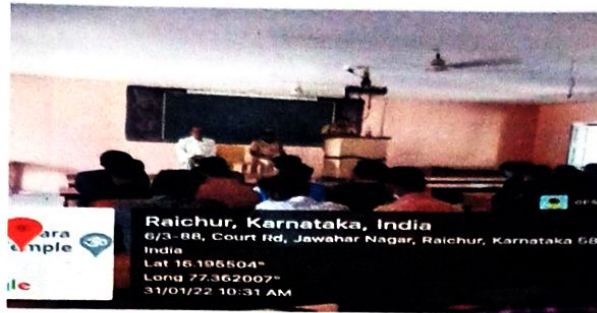


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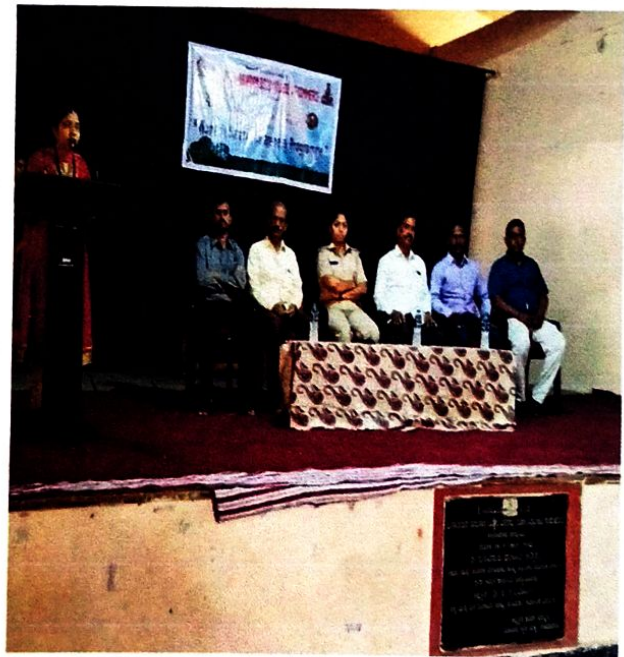
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Women Empowerment Cell:



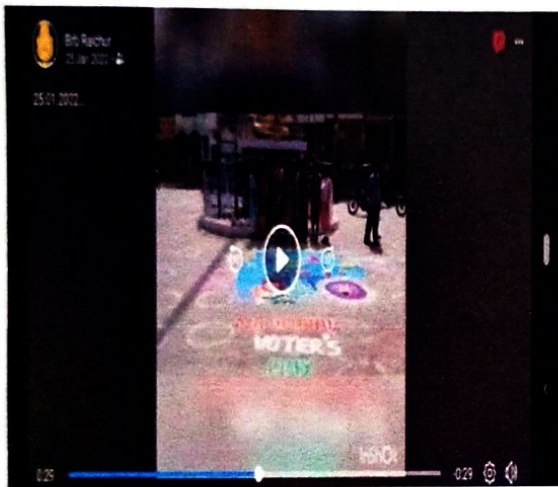
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Training Programmes:



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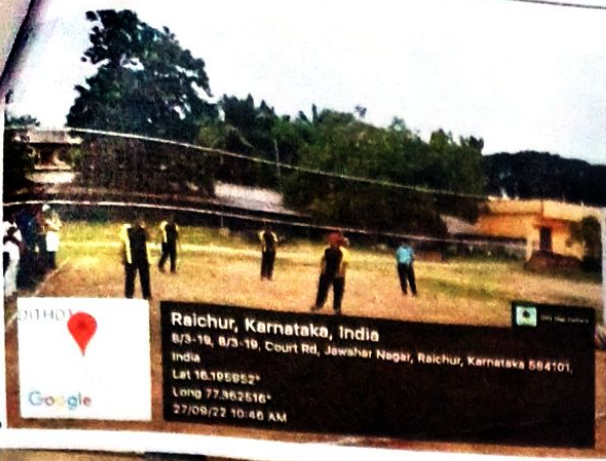


PARTISIPATION OF SPORTS EVENTS:



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Cultural Events:




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Health Care:



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1) 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
- Counseling Facilities



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

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

Commerce:

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

Economics:

Demographic features, Human Development Index – HDI, and Gender Development IndexGDI, 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.

English:


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The diamond neckles' by Guy De Maepuassant' The last of the princes by A K Ramanujan, Payer before Birth by Louise Macniece

- Girls 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 female administration staff in the college (Principal and Vice-Principal)
- In sports the participation of boys is more than that of girls.
- In regular teaching staff the strength of females are Equal to male percentage.
- Students strength particularly girl's strength is high in both arts and commerce

VIII. Suggestion:

- 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

CONCLUSION :

The study found that gender equality goals and objective are included in the all policies' programs of the college and staff also reported that they have solved related to gender criterion. Gender Audit team Analyzed that the gender equality and sensitivity is encouraged by management staff of the college they do gender sensitivity behavior.

The college is situated in urban area and this town is famous in Indai for Produce Cotton and Paddy Production. 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. Inheriting this legacy


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B.R.B College has a strong ideological base of Social and gender equality. Doubtlessly 'the enrolment of girls in all section of the society increasing and there is no gender issues and complaints.

As we study in with the strong will power and commitment to gender justice the college would certainly make a mark in the country.



A handwritten signature in blue ink, appearing to be "S. S. S.", written over a horizontal line.

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A handwritten signature in green ink, appearing to be "S. S. S.", written over a horizontal line.

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COMMERCE, RAICHUR-584 103**

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Women Empowerment and gender equality are one of the primary concerns of Bankatlal Rajaram Boob College of Commerce, Raichur. Annual gender sensitization action plan is devised to conduct various gender sensitization activities on regular basis.

Objective : To promote gender equality, inclusiveness, tolerance, harmony among the students and the staff leading to women empowerment.

Annual Gender sensitization Action Plan :

- To create and propagate a safe, secure and healthy environment to achieve gender equality and to ensure respectful and dignified behavior at all levels.
- To conduct induction and the orientation programmes for the students to promote gender sensitization.
- Conduct Awareness Programmes for the girls students regarding self-defense, Aids awareness, Female Foeticide, etc.
- Promoting activities pertaining to Health, Cleanlines, Personal Hygiene and Nutrition.
- To organize Workshop aiming to deal with the critical situations with courage and using presence of mind.
- To conduct Activities for students regarding Entrepreneurship Development and career enhancement.

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- Addressing issues like Depression, Frustration arising out of Failure through counseling sessions of the experts.
- To organize workshop related to cybercrime, safety and security especially for the girls students in various departments and girls hotels.
- Provide Guidance regarding the financial investments for the students and staff.
- To review the minutes and the action taken reports of the Women Empowerment Cell, Internal Complaint Committee, Anti-sexual Harassment Committee, Grievances Redressal Committee and ensure redressals in time.
- To prepare and deploy Student's code of conduct that promotes gender equality at the governance level.
- Regular Problem solving, counseling and encouragement through the Guardian Teacher scheme.
- To encourage girls student to join NCC and NSS and ensure equal rights and participations in regular cultural activities.
- To follow "No Discrimination Policy" in all areas of academic and administrative matters.
- All the college committees should include employees in appropriate

Co-Ordinator
I.Q.A.C.
B.R.B. College of Commerce, RAICHUR

PRINCIPAL
B.R.B. College of Commerce
RAICHUR.