



St. Clare College

Affiliated to Bangalore University | A Claretian Missionary Institution

NURTURING VALUES AND EXCELLENCE



Gender Audit Report

2020-21

Prepared by

Women's Cell

St. Clare College

PREFACE

Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviours, aspirations and needs equally, regardless of gender. Gender equality refers to how men and women are treated equally based on their individual requirements. This could involve treatment on an equal footing or treatment on a more favourable footing that is distinct but regarded comparable in terms of rights, rewards, and responsibilities & opportunities.

The gender audit was conducted in order to identify the requirements of the students. The audit further helps in understanding if there is any gender bias at any point. The audit process included identifying the areas to be examined, creating a checklist and a walk-through, documenting the findings, and communicating the findings with the college's principal for implementation of the recommendations.



Dr. Christina H

Women's Club Coordinator

INTRODUCTION

St. Claret College in Bengaluru, India, is a Catholic institution of higher learning established by the Claretian Missionaries of the Province of Bangalore, a congregation by Catholic priest and brothers. College offers value-based education to transform students to be enlightened leaders and networkers who bring about a civilization of love and harmony. SCC is dedicated to the principle that its educational services is offered to all gender equally without any difference. Our Vision is to promote educational excellence, leadership, and service, based on universal love in an environment characterized by respect for the individual and concern for the community, so as to effect holistic transformation in each student. We believe that every student has the right to good education and right to be heard regardless of gender.

The gender audit carried out is an attempt to verify the gender balance that exists at SCC. The audit tries to identify the areas that begin from admission process to various committees at college level. Audit has been conducted on areas such as facilities, security, non-bias treatment of gender and fair expression of ideas. Equal opportunity is given to all gender at campus. NCC & NSS have a fixed no of students for both girls and boys. Various cells like discipline, anti-sexual harassment cell, grievance redressal cell, anti-ragging cell have strong foundations laid to ensure that no student faces difficulty. In case of issues these cells have protocols that will be followed to ensure that the issue is rightly resolved.

The gender audit conducted helped in finding out that most areas have a good balance. Our institution aims at attaining gender equity and sensitization effectively. With the cooperation of numerous departments as well as clubs and associations, the aim to promote gender parity and awareness for all has been accomplished. Over the last five years, more than 80 programs have been held to support the cause. To promote this cause, webinars, workshops, and International Women's Day celebrations have all been hosted. Every initiative that has been executed has always aided in giving our youngsters' a life that is more meaningful.

Data Analysis

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

Year	Total	Male	Female	%Male	%Female
2020-21	1950	929	1021	48%	52%

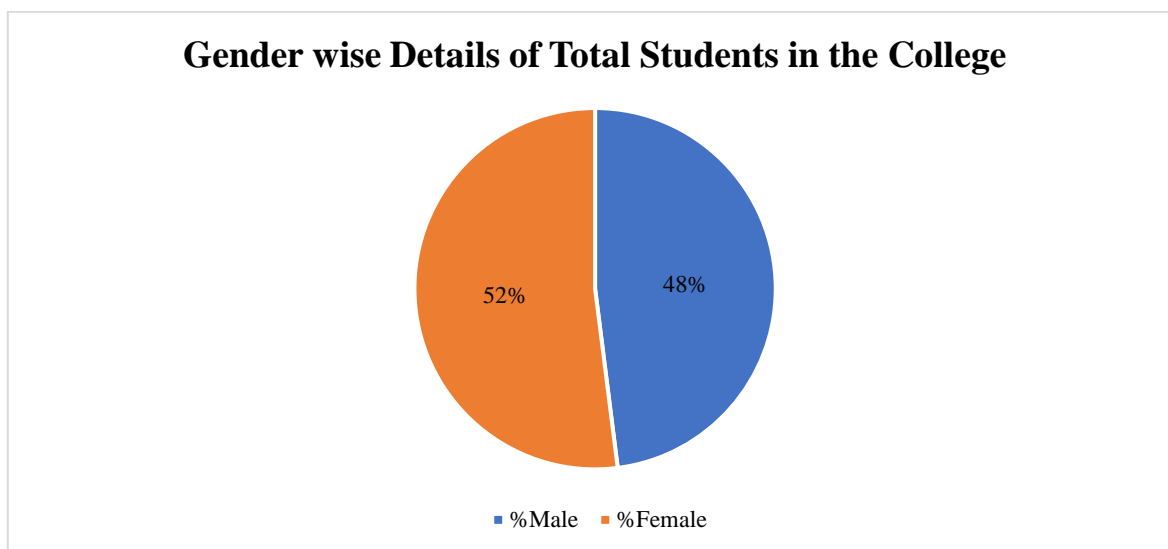


Figure 1: Gender wise Details of Total Students in the College

The figure 1 shows gender wise classification of male and female strength of students and the total number of admissions to the college. It appears that the number of female students are slightly higher by 4% when compared to the male students.

Table 2: Gender wise details of students in different streams

Program	Total	Male	Female	Male %	Female %
B.Com	848	360	488	42%	58%
B.Com TT	160	93	67	58%	42%
BBA	376	233	143	62%	38%
BCA	249	136	113	55%	45%
BSC	59	26	33	44%	56%
BA	187	59	128	32%	68%
M.Com	45	12	33	27%	73%
MSW	26	10	16	38%	62%

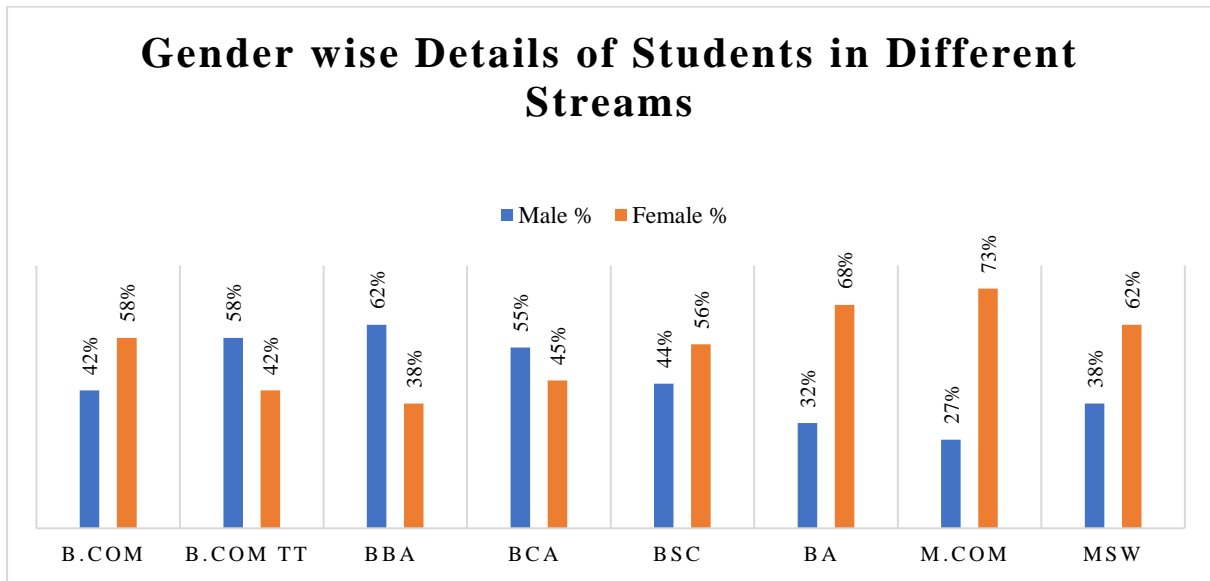


Figure 2: Gender wise Details of Total Students in the College

The figure 2 shows gender wise classification of male and female strength of students and the total number of students according to different streams. The figure clearly depicts that there is a mix of male and female strength high among the various streams. Female students top in five of the eight streams, while male students top in three.

Table 3: Gender wise Details of Teaching staff in college

Year	Total	Male	Female	Male %	Female %
2020-21	64	34	30	53%	47%

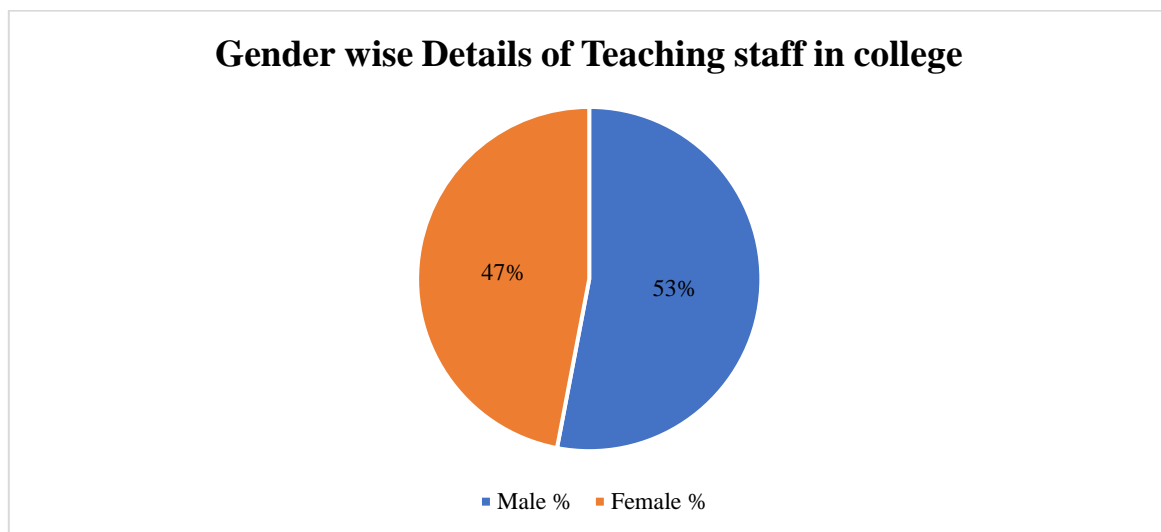


Figure 3: Gender wise Details of Teaching staff in college

The total number of male teaching staff is slightly high with a difference of 4 when compared to female teaching staff. This suggests that there is no gender bias when it comes to the recruitment of teaching staff.

Table 4: Gender wise Details of total students in NCC

Year	Total	Male	Female	Male %	Female %
2020-21	36	18	18	50%	50%

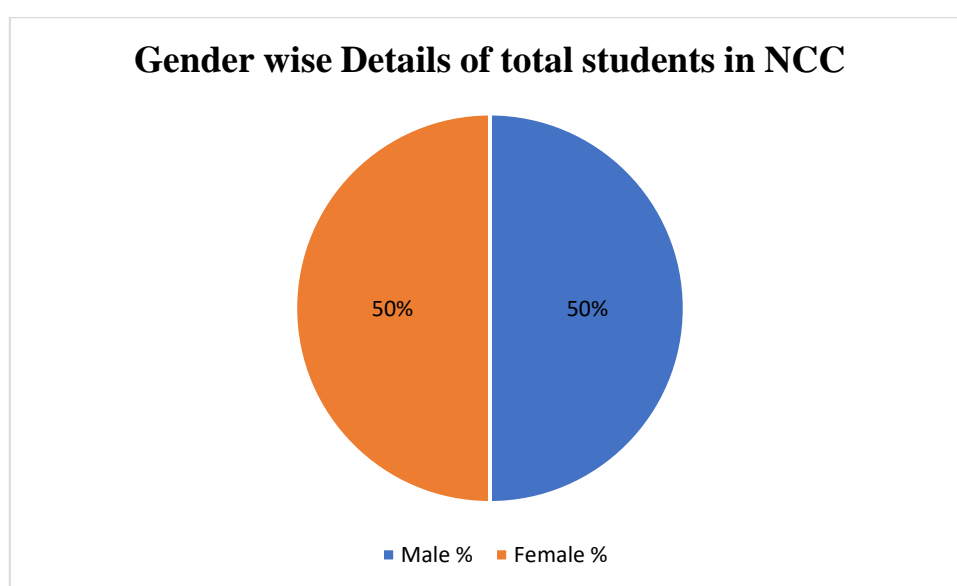


Figure 4: Gender wise Details of total students in NCC

The number of students in NCC is fixed at 18 males & 18 females. Equal no of students is selected.

Table 5: Gender wise Details of total students in NSS

Year	Total	Male	Female	Male %	Female %
2020-21	140	70	70	50%	50%

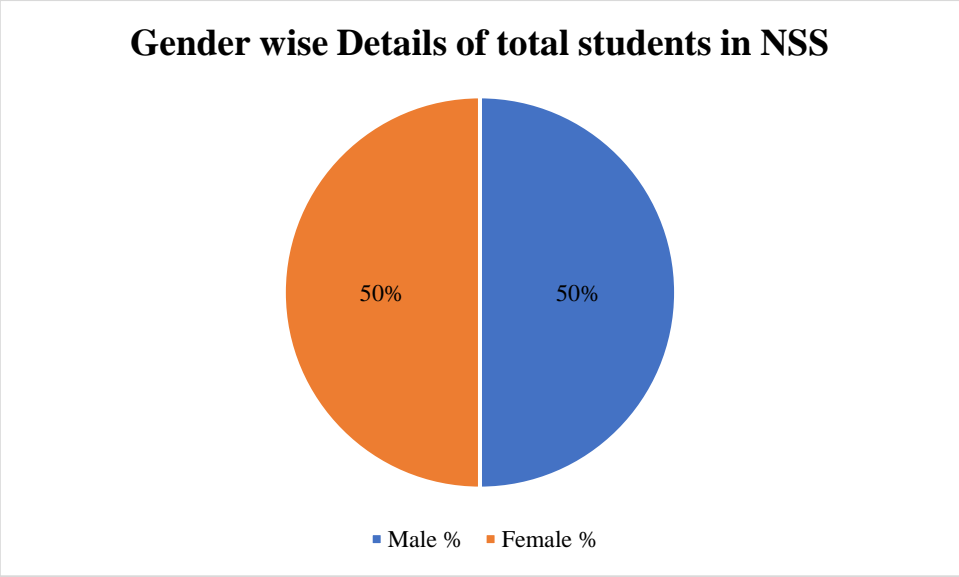


Figure 5: Gender wise Details of total students in NSS

The number of students in NSS is fixed at 70 males & females. Equal no of students is selected.

Table 6: Gender wise Details of total students in Student Council

Year	Total	Male	Female	Male %	Female %
2020-21	132	67	65	51%	49%

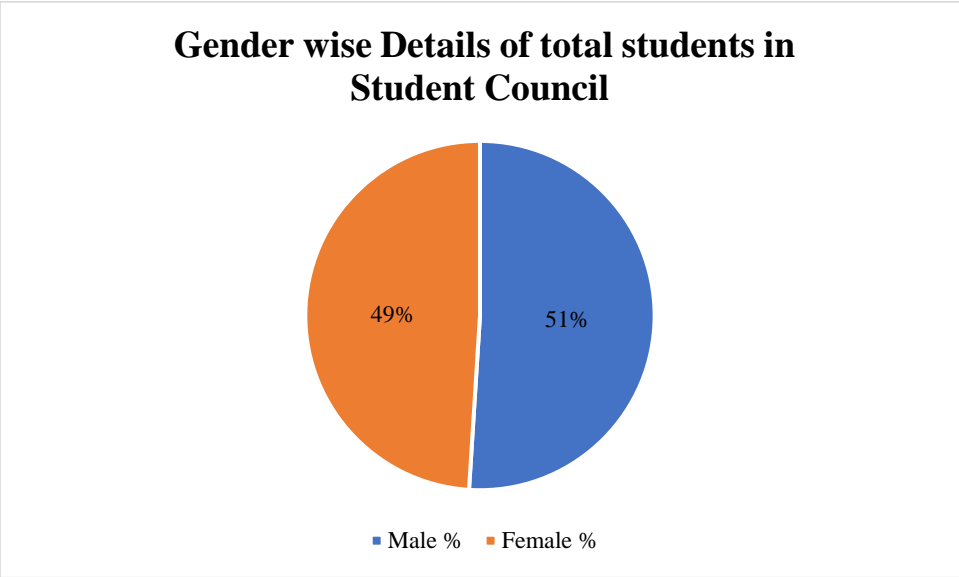


Figure 6: Gender wise Details of total students in Student Council

The student council is represented by college captains, club representatives and class representatives. They are elected by giving equal opportunity to all gender. Out of 3 representatives for all club, seats are reserved for a male and female student. The variation seen is due the selection of the 3rd candidate that represents clubs and associations.

Table 7: Gender wise Details of Non- Teaching Staff

Year	Total	Male	Female	Male %	Female %
2020-21	17	9	8	53%	47%

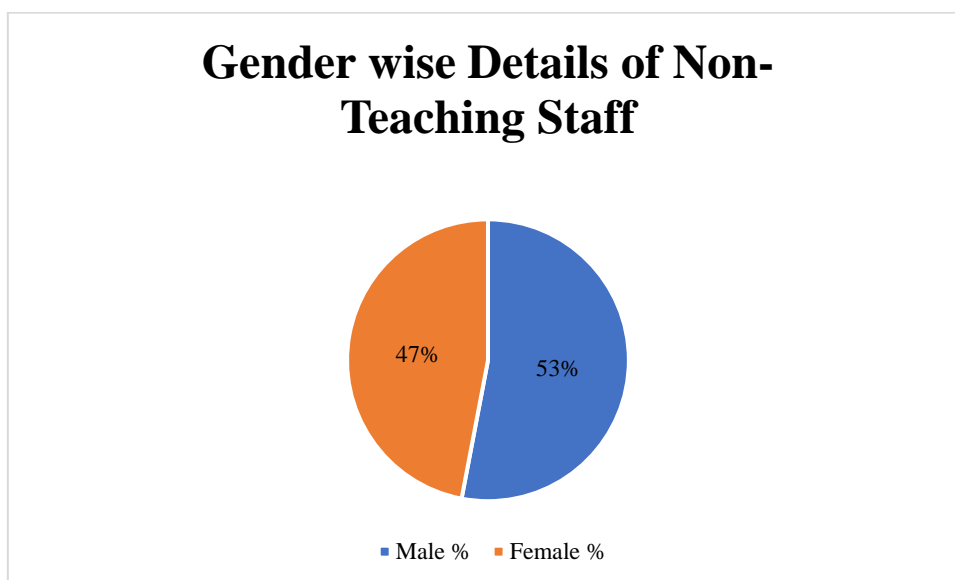
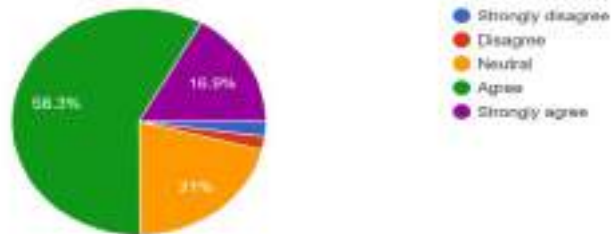


Figure 7: Gender wise Details of Non- Teaching Staff

Table no 7 reveals that there is no gender prejudice in the non-teaching staff selection procedure. There is no significant difference in the genders who have been appointed.

Responses based on the Survey

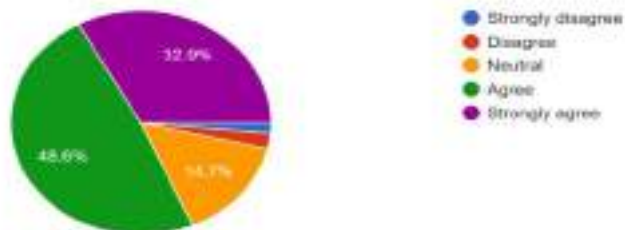
The college conducts gender sensitization program as a part of its curriculum
1,121 responses



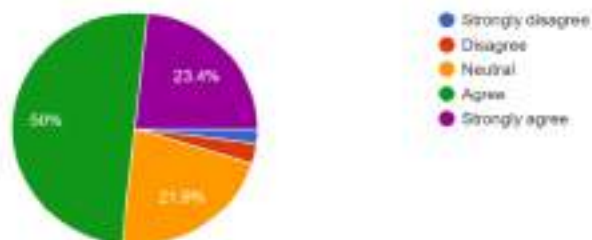
The college conducts gender awareness programs, such as awareness on sexual harassment, as a part of its curriculum.
1,121 responses



Adequate number of toilets are available in the campus for girls.
1,121 responses



Adequate facilities are available inside the toilet keeping in mind the need of the girl students.
Adequate disposal bins are available in the toilet.
1,121 responses



Adequate lighting is available inside the campus during night. (Corridor, class rooms, common areas, toilets etc.)

1,121 responses



Adequate security arrangements have been made in the campus and common areas during day and night.

1,121 responses



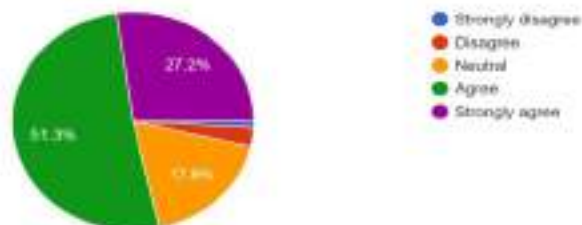
The classroom and library offers equal opportunity to all genders

1,121 responses



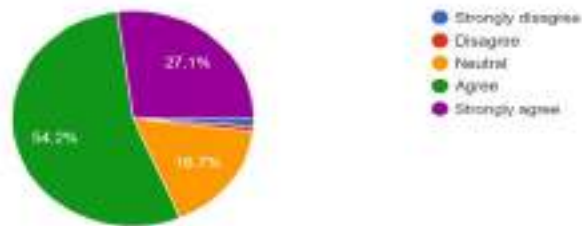
A women cell is set up in the college and students are aware about the women cell.

1,121 responses



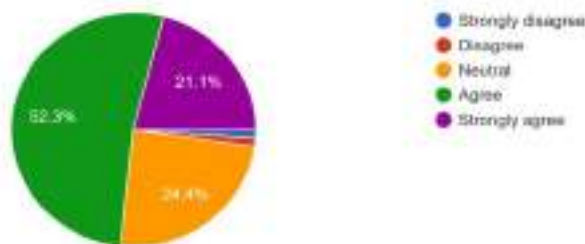
There are lady faculties available in the women cell.

1,121 responses



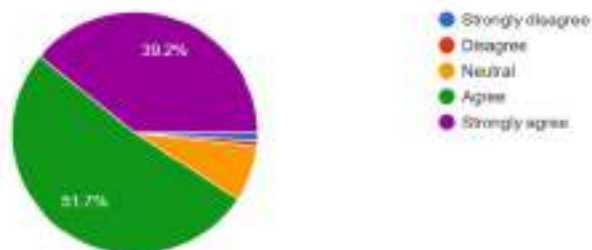
There is active involvement of students in the women cell activities

1,121 responses



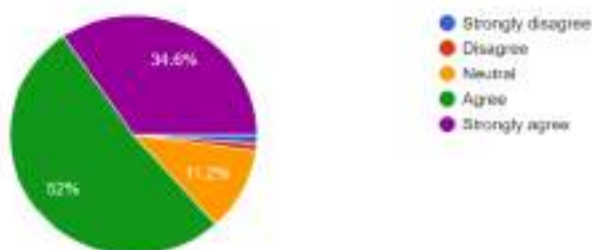
There is equal representation of girls and boys in the student council

1,121 responses

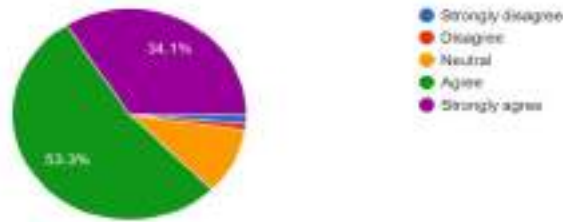


There is a grievance redressal, anti- sexual harassment, anti-ragging cell set- up in order to resolve issues in a timely manner.

1,121 responses



Health care facilities are equally available for all the students
1,121 responses



There is equal opportunity to all genders to work with various clubs and forums
1,121 responses



There is equal opportunity to all genders for free and fair expression of ideas
1,121 responses



Salient Findings

- The statistics shows that female students are higher when compared to male students with regards to majority of courses offered.
- There is equal opportunity given to both male and female students with regard to NSS & NCC.
- The student council is represented by college captains, club representatives and class representatives. They are elected by giving equal opportunity to all gender.
- The teaching and non-teaching staff's data also do not show any gender bias
- Majority of the students agree to the statements in terms of gender equity
- The data also represents that all genders are given equal and fair opportunity to express themselves.

Suggestions

- More gender equity awareness programs have to be conducted in order to help spread awareness amongst students
- Awareness programs on third gender rights would help in creating awareness and instil morale values among students
- Scholarship schemes for third gender students would
- Orientation for students in terms of the facilities would make a difference
- The various clubs and committees could organise more programmes in order to help the students understand the various facilities at campus.
- Grievance redressal/ anti-ragging/ anti-sexual harassment cells could come up with strategies to create awareness on legal rights for all genders.
- Women's cell could organise programs that help students become aware of various issues in the society.

Conclusion

Gender equity means meeting the requirements of all gender in the same way. The administration is committed to delivering the greatest possible experience for students and faculty members on campus. It is important to emphasise the importance of free expression of opinions for all genders since it allows students to flourish. Gender equity initiatives have undoubtedly helped pupils appreciate the significance of treating people of all genders with respect. The institution as a whole is dedicated at ensuring that everyone gets an equal chance to represent

Format of Questionnaire

Sl.No	Control Objective	Options
1	The college conducts gender sensitization program as a part of its curriculum	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
2	The college conducts gender awareness programs, such as awareness on sexual harassment, as a part of its curriculum.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
3	Adequate number of toilets are available in the campus for girls.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
5	Adequate lighting is available inside the campus during night. (Corridor, class rooms, common areas, toilets etc.)	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly agree
		Agree
		Neutral
		Disagree

		Strongly disagree
7	The classroom and library offers equal opportunity to all genders	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
8	A women cell is set up in the college and students are aware about the women cell.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
9	There are lady faculties available in the women cell.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
10	There is active involvement of students in the women cell activities	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
11	There is equal representation of girls and boys in the student council	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
12	There is a grievance redressal, anti- sexual harassment, anti-ragging cell set- up in order to resolve issues in a timely manner.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
13		Strongly agree

	Health care facilities are equally available for all the students	Agree
		Neutral
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree