

Gender Audit Report

1. Constitution of Gender Audit Committee

- i. Dr. K N Subramanya, Principal, RV College of Engineering, Bengaluru
- ii. Dr. Geetha K S, Vice Principal, RV College of Engineering, Bengaluru
- iii. Dr. Shanmukha Nagaraj, Dean Academics, RV College of Engineering, Bengaluru
- iv. Dr. Uma B.V, Dean, Student Affairs, RV College of Engineering, Bengaluru
- v. Mr. Basavalingaiah Herimat, Deputy Director – Administration, RV College of Engineering, Bengaluru
- vi. Major Raghavendra C, Sr. Manager - Estate & Facilities, RV College of Engineering, Bengaluru

2. Objectives of the Gender Audit exercise

1. To evaluate the current state of gender equality within an Institution.
2. To identify disparities, biases, and inequalities that may exist between different genders in various aspects.
3. To review and assess existing policies, practices, and procedures to determine their impact on gender equality and identify areas for improvement.
4. To promote an inclusive environment that recognizes and respects the diverse needs and perspectives of all genders.
5. To ensure compliance with gender-related laws, regulations, and international standards.
6. To enhance gender sensitivity and awareness among staff, stakeholders, and the broader community.
7. To recommend changes, interventions, and strategies that can address gender disparities and promote greater gender equality.
8. To establish benchmarks and indicators for measuring progress in achieving gender equality goals.
9. To empower individuals of all genders to actively participate in decision-making processes and leadership roles.
10. To foster accountability for gender-related issues within the organization and ensure that gender equality remains a priority.
11. To develop and implement gender-inclusive policies and initiatives that support gender equality.
12. To raise awareness about the importance of gender equality and encourage a culture of respect and inclusivity.

3. Gender Audit Methods

The gender audit was conducted following the comprehensive Gender Integration Framework (GIF), which posits that genuine transformation can occur when four key organizational dimensions are equipped for gender integration. These four critical elements encompass administration, technical capacity, accountability, and organizational culture.

1. **Administration:** This dimension involves the college leadership's commitment to proactively advocate for, support, and demonstrate dedication to advancing gender equality.
2. **Technical Capacity:** It refers to the competence, qualifications, and skills needed to effectively implement gender integration, enhance program quality, and institutionalize gender-equitable processes.
3. **Accountability:** Accountability mechanisms are essential for the college to ensure it genuinely follows through on its commitment to gender equality. They align actions with gender equality goals.
4. **Organizational Culture:** Organizational culture defines a company's work environment, shaping interactions, decisions, and goals, enhancing productivity and satisfaction.

4. Gender Wise Distribution of Staff

Gender sensitivity involves interacting with individuals without biases or preconceived notions about their gender. This approach aims to challenge and redefine traditional gender norms, creating structures that equally consider the needs and interests of all genders. Established in the early 1960s, when gender considerations were minimal, especially in remote regions, the institution has evolved with a proactive leadership committed to gender equality. As gender equality gained importance in governance, the leadership took steps to ensure its integration. An audit of the institution's gender-sensitive features highlighted several noteworthy points, reflecting its ongoing commitment to fostering an inclusive environment.

Sanitation Facilities: The institution provides basic sanitation facilities, including separate toilets for students and staff in common areas. Additionally, separate toilets for male and female faculty members are available.



1. **Ladies Common Room:** A designated Ladies Common Room is situated on the 1st Floor of Electrical and Electronics Dept, providing a dedicated space for female students.
2. **CCTV Monitoring:** The institution has installed CCTV monitoring devices at various locations within the campus, with a particular focus on areas like the library and major entry gates, enhancing safety and security.
3. **Women's Forum :** A Women's Forum within the institution conducts regular Gender Sensitization programs for students, contributing to awareness and education on gender-related issues.

6. Gender Balance within the Institution

Gender balance within an institution signifies the equitable representation of both males and females, including students across various programs and staff structures. This approach recognizes that historically, women have faced limited access to resources and opportunities due to societal structures that hinder their participation, thus perpetuating a cycle of disadvantage.

The Gender Audit Team conducted a comprehensive review of the operational environment at RV College of Engineering Campus, Bengaluru. The findings revealed that the college ensures equal access to a broad array of opportunities for all individuals, including social, psychological, and physical benefits from participation and leadership in sports and physical activities. Gender equity requires offering girls and women diverse activities and programs tailored to their needs, interests, and experiences, with some aligning with, adapting from, or differing entirely from those offered to boys and men.

The college emphasizes academic performance and overall personality development while upholding gender equality. Various facilities and initiatives support female students, such as an NCC unit for both genders, focusing on character development, discipline, leadership, secular values, and adventure. Lectures by eminent personalities enhance students' personality traits, and workshops address issues like sexual abuse prevention, female student safety, health, hygiene, and legal awareness, empowering girls and informing them of their rights and responsibilities.

Committees such as the Anti-Ragging Committee and Internal Complaints Committee ensure a safe and inclusive environment for female students. The college celebrates its female students' achievements in cultural activities and sports, contributing to their personal growth and the institution's reputation.

Table 1: Gender wise Details of Total Teaching Staff in the College

Sl. No	Year	Male	Female	Total
1	2020-21	177	144	321
2	2021-22	183	151	334
3	2022-23	195	155	350

The table illustrating the gender distribution among the college's teaching faculty offers insights into the growth and composition of the faculty over the past three years. In the 2020-21 academic year, out of a total of 321 teaching staff members, 177 were male, while 144 were female. By the year 2021-22, with a total of 334 teaching staff members, 183 were male, and 151 were female. This data reflects the evolving landscape of the teaching faculty, indicating a gradual shift towards a more balanced gender representation among educators within the college.

Table 2: Gender wise Details of Total Non-Teaching Staff in the College

Sl. No	Year	Male	Female	Total
1	2020-21	145	42	187
2	2021-22	135	48	183
3	2022-23	166	50	216

The table illustrating the gender distribution among the college's Non-teaching faculty offers insights into the growth and composition of the faculty over the past five years. In the 2020-21 academic year, out of a total of 187 non-teaching staff members, 145 were male, while 42 were female. By the year 2021-22, with a total of 183 non-teaching staff members, 135 were male, and 48 were female.



7. Number of gender equity promotion programs organized by the institution during the last 3 years:

Title of the programme	Period (from-to)	Participants	
		Female	Male
National Voter's Day	25-01- 2021	399	823
My Odyssey	13-03-2021	18	22
Women Wellness Talk Series- Episode 1, 2 & 3	08-03-2021 to 22-03-2021	55	20
Be With Yoga Be At Home	14-6-2021 to 21-6-2021	54	99
Legal Awareness Program	17-12-2021	75	27
Mathrubhasha Diwas	28-2-2022	95	105
Making HER story	8-3-2022	178	29
emPower – Your voice has power	29-11-2022	157	28
Elimination of Violence against women and International Human Rights Day	09-02-2023	38	18

Activities conducted for promotion of Universal Values and Ethics		
Activity	Duration	Number of participants
Students Induction Program	13 th to 30 th December 2021	Around 1000
Students Induction Program	21 st November to 10 th December 2022	Around 1000
Students Induction Program (Online)	4 th to 28 th May 2021	Around 1000
Students Induction Program (Online)	14 th to 19 th December 2020	Around 1000
1st Southern, South-Central, South- Western Region Conference of UHV Volunteers by AICTE	28 th to 30 th April 2022	48
Face to Face FDP UHV II by AICTE	5 th to 9 th September 2022	78

8. Summary and Conclusion

A. Progress towards Gender Equity

- ✓ Gender equality, as per the United Nations Educational, Scientific and Cultural Organization (UNESCO), signifies that rights, responsibilities, and opportunities should not be contingent on one's gender. It emphasizes fairness and equity in treatment, which may involve equal or different but equivalent approaches in terms of rights, benefits, obligations, and opportunities.
- ✓ RV College of Engineering is committed to advancing the welfare of both female staff and students, acknowledging the existence of diverse needs and power dynamics among genders. The institution aims to address these differences by ensuring that treatment, whether equal or distinct, equitably meets the respective needs and rights of all.
- ✓ The college actively promotes gender sensitization through various organized activities while fostering self-respect and dignified living among female students and staff.

- ✓ Notably, there has been a consistent rise in the enrollment of female students, particularly in both undergraduate (UG) and postgraduate (PG) programs. This trend reflects a growing interest among girls in pursuing higher education.
- ✓ Female students have achieved a commendable success rate compared to their male counterparts, actively participating in diverse co-curricular and extracurricular activities, including cultural events and sports.
- ✓ Remarkably, among the regular teaching staff, females outnumber males in terms of representation, underscoring the college's dedication to gender inclusivity and diversity within the faculty.

B. Conclusion

- ✓ The comprehensive analysis undertaken in the Gender Audit clearly indicates that gender equity and inclusivity are integral components woven into the very fabric of RV College of Engineering. The institution has effectively integrated gender equality objectives and initiatives across its policies and programs.
- ✓ The enthusiastic participation of both the management and staff members in fostering gender sensitivity and promoting gender equality is evident. Their demonstrated gender-sensitive behavior underscores the commitment to creating an inclusive and equitable environment.
- ✓ Moreover, it is worth highlighting the college's significant strengths and the multitude of opportunities it possesses to further enhance gender balance. While there may be some weaknesses, the institution is poised to overcome them by gradually evolving its value system and institutional culture.
- ✓ The notable increase in the enrolment of female students, representing diverse sections of society, is a testament to the college's inclusive ethos. Importantly, there are no reported gender-related issues or complaints, indicating a harmonious and equitable environment.
- ✓ With its unwavering determination and steadfast commitment to the cause of gender justice, RV College of Engineering is poised to set a commendable example in the nation, contributing to the broader goal of fostering a more equitable and inclusive society.

C. Recommendations for Future Initiatives:

1. **Enhance Female Representation:** To further promote gender balance and inclusivity, the college should strive to increase the number of female staff in decision-making bodies. This will ensure that diverse perspectives are considered in the formulation of policies and strategies.



2. **Expanded Extracurricular Activities:** The institution should continue to organize a wider range of co-curricular and extracurricular activities that cater to the interests and talents of both male and female students and staff. These activities should encompass cultural, sports, and skill-building events.
3. **Empower Female Athletes:** Motivating and supporting female students to actively participate in sports of their choice is crucial. Initiatives such as dedicated training programs, equal access to sports facilities, and scholarships for outstanding athletes can encourage greater female participation in sports.
4. **Awareness Programs:** The college should regularly organize awareness programs focused on educating students and staff, especially females, about their legal rights. These programs should cover a broad range of topics related to gender equality, harassment prevention, and legal recourse.
5. **Self-Employment Training:** Introducing self-employment training programs across various subjects can empower female students with the skills and knowledge needed to pursue entrepreneurial ventures. This initiative can contribute to economic independence and self-reliance.
6. **Product Marketability:** To support self-employment and entrepreneurship among students, the college should work on improving the marketability of products created by students. This may involve marketing training, mentorship, and connecting students with potential customers and investors.

By implementing these recommendations, RV College of Engineering can continue to foster an inclusive and gender-sensitive environment while empowering female students and staff to excel academically and professionally. These initiatives will contribute to the college's mission of promoting gender equity and justice.



RV Educational Institutions[®]
RV College of Engineering[®]

Autonomous
 Institution Affiliated
 to Visvesvaraya
 Technological
 University, Belagavi

Approved by AICTE,
 New Delhi

No. RVE/Estb/ /23-24

10.10.2023

GENDER DETAILS REPORT

The yearwise manpower in our institution is as mentioned below:

Teaching Staffs			
Year	Male	Female	Total
2020-21	177	144	321
2021-22	183	151	334
2022-23	195	155	350

Non-Teaching			
Year	Male	Female	Total
2020-21	145	42	187
2021-22	135	48	183
2022-23	166	50	216

Outsourced			
Year	Male	Female	Total
2022-23	145	69	214

The members of the Board of Gender Auditing are as mentioned below:

Sl. No.	Emp. Name	Designation	Signature
1	Dr. Subramanya K N	Principal & Convenor	
2	Dr. Geetha K S	Vice Principal	
3	Dr. Shanmukha Nagaraj	Dean, Academics	
4	Dr. Uma B. ✓	Dean, Student Affairs	
5	Mr. Basavalingaih Hiremath	Dy. Director - Administration	
6	Major Raghavendra C	Sr. Manager – Estate & Facilities	

This is for your information.

With Regards,

PRINCIPAL
 RV COLLEGE OF ENGINEERING

ಪ್ರಾಚಾರ್ಯರು
 ಶಿಕ್ಷಣ ಮತ್ತು ವಿದ್ಯಾಭಿವೃದ್ಧಿ
 ಕಾರ್ಯಾಲಯದ ನಿರ್ದೇಶಕರು